

IN THE UNITED STATES DISTRICT COURT FOR  
THE MIDDLE DISTRICT OF ALABAMA  
NORTHERN DIVISION

ADWOWA JACOBS,

Plaintiff,

v.

ELECTRONIC DATA SYSTEMS  
CORPORATION AND JEFF  
WILLIAMS,

Defendants.

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CIVIL ACTION NO.

2:05-CV-925-MHT-SRW

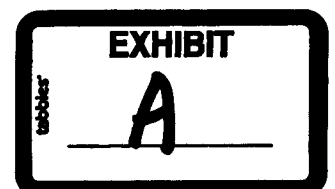
**DECLARATION OF TONYA A. JACOBS**

1. My name is Tonya A. Jacobs. I am over the age of twenty-one years. I reside in Houston, Texas. I have never been convicted of a felony or a crime of moral turpitude. I am an attorney with Baker & Hostetler LLP and one of the attorneys handling this matter for Electronic Data Systems Corporation ("EDS"). As such, I have personal knowledge of the facts stated herein and they are true and correct.

2. Attached hereto as Exhibit "1" is a true and correct copy of Adwowa Jacobs' Deposition taken on October 4, 2006.

3. Attached hereto as Exhibit "2" is a true and correct copy Defendant EDS' Requests for Admission to Plaintiff, Adwowa Jacobs.

4. Attached hereto as Exhibit "3" is a true and correct of the Court's July 12, 2006 Order deeming the Admissions admitted.



I declare under the penalty of perjury of the laws of the United States of America  
(28 U.S.C. §1746) that the foregoing is true and correct.

Executed this day of October 30, 2006.

  
\_\_\_\_\_  
TONYA A. JACOBS

**FREEDOM COURT REPORTING**

Page 1	Page 3
<p>1 IN THE UNITED STATES DISTRICT COURT FOR 2 THE MIDDLE DISTRICT OF ALABAMA 3 NORTHERN DIVISION 4 5 CASE NUMBER: 2:05-CV-925-MHT-SRW 6 7 ADWOWA JACOBS, 8 Plaintiff, 9 vs. 10 11 ELECTRONIC DATA SYSTEMS CORPORATION 12 and JEFF WILLIAMS, 13 Defendants. 14 15 STIPULATION 16 IT IS STIPULATED AND AGREED by 17 and between the parties through their 18 respective counsel, that the video 19 deposition of ADWOWA JACOBS may be taken 20 before Leslie K. Hartsfield, at the 21 Frank M. Johnson, Jr. Federal Building, 22 15 Lee Street, Courtroom 5B, Montgomery, 23 Alabama,</p>	<p>1 INDEX 2 EXAMINATION BY: PAGE NUMBER: 3 Ms. Jacobs 7 4 Mr. Williams 222 5 Ms. Jacobs continued 273 6 7 8 DEFENDANTS' EXHIBITS: 9 1 - EDS Code of Conduct 30 10 2 - Sexual Harassment Policy 33 11 3 - Driver's license 38 12 4 - E-mail 2-10-05 77 13 5 - E-mail 2-10-05 79 14 6 - Statement 2-23-05 88 15 7 - E-mail 6-28-05 108 16 8 - EEOC 3-8-05 145 17 9 - Complaint 169 18 10- Letter 3-14-05 199 19 11- Rite Aid 2005 203 20 21 22 23</p>
Page 2	Page 4
<p>1 VIDEO DEPOSITION OF ADWOWA JACOBS 2 taken on the 4th day of October, 2006. 3 IT IS FURTHER STIPULATED AND 4 AGREED that the signature to and the 5 reading of the deposition by the witness 6 is waived, the deposition to have the 7 same force and effect as if full 8 compliance had been had with all laws 9 and rules of Court relating to the 10 taking of the deposition. 11 IT IS FURTHER STIPULATED AND 12 AGREED that it shall not be necessary 13 for any objections to be made by counsel 14 to any questions except as to the form 15 or leading questions, and that counsel 16 for the parties may make objections and 17 assign grounds at the time of the trial, 18 or at the time said deposition is 19 offered in evidence, or prior thereto. 20 IT IS FURTHER STIPULATED AND 21 AGREED that the notice of filing of the 22 deposition by the Commissioner is 23 waived.</p>	<p>1 IN THE UNITED STATES DISTRICT COURT 2 FOR THE MIDDLE DISTRICT OF ALABAMA 3 NORTHERN DIVISION 4 5 CASE NUMBER: 2:05-CV-925-MHT-SRW 6 7 ADWOWA JACOBS, 8 Plaintiff, 9 vs. 10 11 ELECTRONIC DATA SYSTEMS CORPORATION 12 and JEFF WILLIAMS, 13 Defendants. 14 15 BEFORE: 16 LESLIE K. HARTSFIELD, 17 Commissioner. 18 19 APPEARANCES: 20 BAKER, HOSTETLER, by Ms. Tonya A. 21 Jacobs, 1000 Louisiana, Suite 2000, 22 Houston, Texas, 77002-5009, appearing on 23 behalf of the Defendant Electronic Data</p>

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EXHIBIT "1"

**FREEDOM COURT REPORTING**

<p style="text-align: right;">Page 5</p> <p>1 Systems Corporation.  2 MELTON, ESPY &amp; WILLIAMS, by Mr.  3 James E. Williams, 301 Adams Avenue,  4 Montgomery, Alabama, 36103, appearing on  5 behalf of the Defendant Mr. Jeff  6 Williams.  7 L.D. WALKER, III, ESQUIRE, 8650  8 Minnie Brown Road, Suite 160,  9 Montgomery, Alabama, 36117, appearing on  10 behalf of the Plaintiff.  11  12 ALSO PRESENT:  13 Jeff Williams  14 Melissa Keicher, videographer  15  16 *****  17  18 I, LESLIE K. HARTSFIELD, a Court  19 Reporter of Prattville, Alabama, acting  20 as Commissioner, certify that on this  21 date, as provided by the Federal Rules  22 of Civil Procedure and the foregoing  23 stipulation of counsel, there came</p>	<p style="text-align: right;">Page 7</p> <p>1 ADWOWA JACOBS  2 being first, duly sworn, was examined  3 and testified as follows:  4  5 THE REPORTER: Usual  6 stipulations?  7 MS. JACOBS: Yes, that's  8 fine. Tonya Jacobs for defendant  9 Electronic Data Systems.  10 MR. WILLIAMS: Jim Williams  11 for defendant Jeff Williams.  12 MR. WALKER: Dee Walker for  13 plaintiff Adwowa Jacobs.  14  15 EXAMINATION BY MS. JACOBS:  16 Q. Ms. Jacobs, could you please  17 state your full name for the record?  18 A. Adwowa Jacobs.  19 Q. Is that the only name you've  20 gone by?  21 A. My initial A.J.  22 Q. Okay. Is that your maiden  23 name?</p>
<p style="text-align: right;">Page 6</p> <p>1 before me at the Frank M. Johnson, Jr.  2 Federal Building, 15 Lee Street,  3 Courtroom 5B, Montgomery, Alabama,  4 beginning at 10:04 a.m., ADWOWA JACOBS,  5 witness in the above cause, for oral  6 examination, whereupon, the following  7 proceedings were had:  8  9 MS. VIDEOGRAPHER: We now  10 commence the deposition in the matter of  11 Adwowa Jacobs versus Electronic Data  12 Systems Corporation and Jeff Williams.  13 Videotaping is provided by Video  14 Visions. Melissa Keicher, videographer.  15 The date is Wednesday, October 4, 2006,  16 The time is 10:04 a.m. The location is  17 Frank M. Johnson, Jr. Federal Building  18 and U.S. Courthouse, 15 Lee Street,  19 Montgomery, Alabama. The deponent is  20 Adwowa Jacobs. The deponent will now be  21 sworn and the attorneys will then  22 introduce themselves.  23</p>	<p style="text-align: right;">Page 8</p> <p>1 A. Jacobs?  2 Q. Yes.  3 A. Yes.  4 Q. You don't have a married  5 name?  6 A. No.  7 Q. Ever gone by a married  8 name?  9 A. No.  10 Q. Where do you currently  11 reside?  12 A.  13 THE REPORTER: I'm sorry?  14 A.  15 Q. Is that here in Montgomery?  16 A. Yes, Montgomery, Alabama.  17 Q. How long have you lived at  18 that address?  19 A. Since '99, June '99.  20 Q. Does anyone live with you at  21 that address?  22 A. My two sons.  23 Q. What are their names and</p>

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## FREEDOM COURT REPORTING

<p style="text-align: right;">Page 9</p> <p>1 ages?</p> <p>2 A. 12; A. 7.</p> <p>3 Q. Anyone else live with you at</p> <p>4 that address?</p> <p>5 A. No.</p> <p>6 Q. Have you ever had your</p> <p>7 deposition taken before?</p> <p>8 A. No.</p> <p>9 Q. I'm certain that your</p> <p>10 attorney has gone over some of the</p> <p>11 ground rules but I want to make sure you</p> <p>12 and I understand each other.</p> <p>13 A. Okay.</p> <p>14 Q. And make it easier for the</p> <p>15 court reporter and videographer as well.</p> <p>16 We have a court reporter here. She's</p> <p>17 typing down everything you and I say.</p> <p>18 So it's going to be important that I let</p> <p>19 you finish an answer before I ask my</p> <p>20 next question and important for you to</p> <p>21 do the same for me, okay?</p> <p>22 A. Okay.</p> <p>23 Q. Even if you know what my</p>	<p style="text-align: right;">Page 11</p> <p>1 me know and I'll rephrase it until you</p> <p>2 do understand, okay?</p> <p>3 A. Okay.</p> <p>4 Q. I am going to assume if you</p> <p>5 answer my question that you fully</p> <p>6 understand it.</p> <p>7 A. Okay.</p> <p>8 Q. Is that all right?</p> <p>9 A. That's okay.</p> <p>10 Q. Okay. Are you currently</p> <p>11 taking any medication?</p> <p>12 A. Yes.</p> <p>13 Q. What medications?</p> <p>14 A. Lexapro and occasionally</p> <p>15 Ambien.</p> <p>16 Q. What is Lexapro?</p> <p>17 A. Anti-depressants.</p> <p>18 Q. How long have you been on</p> <p>19 it?</p> <p>20 A. Off and on because of the</p> <p>21 side effects probably over a year.</p> <p>22 Q. Who prescribed that for</p> <p>23 you?</p>
<p style="text-align: right;">Page 10</p> <p>1 question is, you need to wait till I get</p> <p>2 it fully out, okay?</p> <p>3 A. Okay.</p> <p>4 Q. And you're doing fine right</p> <p>5 now. You need to be certain that you</p> <p>6 answer verbally as opposed to a nod of</p> <p>7 the head.</p> <p>8 A. Okay.</p> <p>9 Q. She can't really get down a</p> <p>10 nod of the head.</p> <p>11 A. Okay.</p> <p>12 Q. Also, we're going to be here</p> <p>13 for a while today, but it's by no means</p> <p>14 a marathon session. So if you need to</p> <p>15 take a break, just let me know, we'll</p> <p>16 take periodic breaks throughout the day.</p> <p>17 A. Okay.</p> <p>18 Q. All I ask is that if there</p> <p>19 is a question on the table, you answer</p> <p>20 that question.</p> <p>21 A. Okay.</p> <p>22 Q. Okay. Also if you don't</p> <p>23 understand one of my questions, just let</p>	<p style="text-align: right;">Page 12</p> <p>1 A. Dr. Smith initially</p> <p>2 prescribed it. My -- I got off and</p> <p>3 primary physician prescribed it back in</p> <p>4 August of this year.</p> <p>5 Q. Who's your primary</p> <p>6 physician?</p> <p>7 A. Forgive me. He's out of --</p> <p>8 Bernard Hale is one of them at American</p> <p>9 Family Care.</p> <p>10 Q. Is he the one that</p> <p>11 prescribed it for you in August?</p> <p>12 A. Yes. And as well as the</p> <p>13 Ambien. And Ms. Smith -- Dr. Smith</p> <p>14 prescribed the Ambien as well.</p> <p>15 Q. And the Ambien is for</p> <p>16 sleeping?</p> <p>17 A. Yes.</p> <p>18 Q. How often do you take it?</p> <p>19 A. I take it probably twice --</p> <p>20 twice a week.</p> <p>21 Q. What about the Lexapro?</p> <p>22 A. I have to take that daily.</p> <p>23 Q. Are you on any other</p>

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# FREEDOM COURT REPORTING

<p style="text-align: right;">Page 13</p> <p>1 medication currently?</p> <p>2 A. For hormonal things.</p> <p>3 Q. Okay. Prescribed by an</p> <p>4 OB/GYN?</p> <p>5 A. Yes.</p> <p>6 Q. Okay. Anything else?</p> <p>7 A. No.</p> <p>8 Q. Would any of these</p> <p>9 medications make it difficult for you to</p> <p>10 understand my questions today?</p> <p>11 A. No.</p> <p>12 Q. Or difficult to tell the</p> <p>13 truth today?</p> <p>14 A. No.</p> <p>15 Q. Have you ever -- let me back</p> <p>16 up. Have you reviewed any documents to</p> <p>17 prepare for this deposition today?</p> <p>18 A. Such as?</p> <p>19 Q. Anything. What did you do</p> <p>20 to prepare to come to your deposition</p> <p>21 today, if anything?</p> <p>22 A. Just read over some</p> <p>23 information that I had from my files.</p>	<p style="text-align: right;">Page 15</p> <p>1 with Leslie Liebman.</p> <p>2 Q. When was that?</p> <p>3 A. I think it was June '05.</p> <p>4 Q. Was that over the phone or</p> <p>5 in person?</p> <p>6 A. Over the phone.</p> <p>7 Q. Did she know she was being</p> <p>8 taped?</p> <p>9 A. I don't think so.</p> <p>10 Q. What was that conversation</p> <p>11 about?</p> <p>12 A. If I -- if I'm not mistaken,</p> <p>13 it was -- she was basically inquiring</p> <p>14 about some accusations stated that I</p> <p>15 said or done and -- basically some</p> <p>16 accusation that was said or done, that I</p> <p>17 so-called said and done. I was like I</p> <p>18 don't know what you're referring to.</p> <p>19 She stated that I was faking my trauma,</p> <p>20 so forth, and I stated to her no, I</p> <p>21 wasn't faking. And she just kept on</p> <p>22 pushing and pushing, say well, she heard</p> <p>23 someone told her or she had information</p>
<p style="text-align: right;">Page 14</p> <p>1 Q. Okay. Is that information</p> <p>2 you provided to your attorney?</p> <p>3 A. Yes.</p> <p>4 Q. Anything else?</p> <p>5 A. No.</p> <p>6 Q. Do you recall what</p> <p>7 information that was that you</p> <p>8 reviewed?</p> <p>9 A. Basically, the e-mail</p> <p>10 correspondence from the human resource</p> <p>11 person in Virginia, I think.</p> <p>12 Q. Would that be Leslie</p> <p>13 Liebman?</p> <p>14 A. Yes.</p> <p>15 Q. Anything else that you</p> <p>16 recall?</p> <p>17 A. No.</p> <p>18 Q. Have you created any tape</p> <p>19 recordings or video recordings that</p> <p>20 would be relevant to this lawsuit?</p> <p>21 A. Tape recording, yes.</p> <p>22 Q. What tape recordings?</p> <p>23 A. A conversation that I had</p>	<p style="text-align: right;">Page 16</p> <p>1 that I was trying to get some money</p> <p>2 out -- out of the lawsuit to pay off</p> <p>3 some bills. And I stated to her that I</p> <p>4 was offended by that. And I said any --</p> <p>5 any more conversation please contact my</p> <p>6 attorney. I don't want to have anything</p> <p>7 else to do with this conversation.</p> <p>8 MR. WALKER: Tonya, if I</p> <p>9 might interject, if we've not given you</p> <p>10 a copy of that tape, we'll provide one</p> <p>11 for you.</p> <p>12 MS. JACOBS: Yes, we haven't</p> <p>13 been given a copy of that tape.</p> <p>14 MR. WALKER: We'll provide</p> <p>15 you.</p> <p>16 Q. (By Ms. Jacobs) Do you</p> <p>17 still have a copy of that tape?</p> <p>18 A. No.</p> <p>19 Q. Have you provided it to your</p> <p>20 counsel?</p> <p>21 A. Yes.</p> <p>22 Q. When did you provide it to</p> <p>23 your counsel?</p>

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**FREEDOM COURT REPORTING**

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<p>1 A. Probably shortly after.</p> <p>2 MR. WALKER: I'll tell you I</p> <p>3 think we had it --</p> <p>4 Q. Shortly after when?</p> <p>5 A. After the conversation.</p> <p>6 Q. Any other tape recordings --</p> <p>7 A. No.</p> <p>8 Q. -- or video tape</p> <p>9 recordings?</p> <p>10 A. No.</p> <p>11 Q. Have you ever filed a</p> <p>12 lawsuit before this one?</p> <p>13 A. No.</p> <p>14 Q. Have you ever been a party</p> <p>15 so either a plaintiff or a defendant --</p> <p>16 A. No.</p> <p>17 Q. -- in a lawsuit?</p> <p>18 A. I'm sorry. No.</p> <p>19 Q. You haven't been sued for</p> <p>20 debts or anything like that?</p> <p>21 A. No.</p> <p>22 Q. Have you ever been convicted</p> <p>23 of a crime?</p>	<p>1 A. Telecommunication.</p> <p>2 Q. When did you start at EDS?</p> <p>3 A. 1997, August.</p> <p>4 Q. Where did you work prior to</p> <p>5 EDS?</p> <p>6 A. Air Force Quality Institute</p> <p>7 on Maxwell Air Force Base.</p> <p>8 Q. How long did you work</p> <p>9 there?</p> <p>10 A. Six months.</p> <p>11 Q. Were you an employee or a</p> <p>12 temporary?</p> <p>13 A. Temporary.</p> <p>14 Q. What did you do?</p> <p>15 A. Audio visual technician.</p> <p>16 Q. And what time period was</p> <p>17 that that you were employed there?</p> <p>18 A. From March -- I'm sorry.</p> <p>19 From November to March.</p> <p>20 Q. Of what year?</p> <p>21 A. I'm sorry. November '96 to</p> <p>22 March '97.</p> <p>23 Q. And before that, where were</p>
Page 18	Page 20
<p>1 A. No.</p> <p>2 Q. Ever arrested?</p> <p>3 A. No.</p> <p>4 Q. Where did you go to high</p> <p>5 school?</p> <p>6 A. Carver Senior High here in</p> <p>7 Montgomery.</p> <p>8 Q. Could you say that --</p> <p>9 A. Carver.</p> <p>10 Q. Carver. When did you</p> <p>11 graduate?</p> <p>12 A. '89, 1989.</p> <p>13 Q. Did you go to college?</p> <p>14 A. Yes.</p> <p>15 Q. Where?</p> <p>16 A. Alabama A&amp;M University in</p> <p>17 Normal, Alabama.</p> <p>18 Q. Did you graduate?</p> <p>19 A. Yes.</p> <p>20 Q. What year?</p> <p>21 A. '94.</p> <p>22 Q. What did you have a degree</p> <p>23 in?</p>	<p>1 you employed?</p> <p>2 A. Kelly Temporary Service.</p> <p>3 Q. How long were you employed</p> <p>4 there?</p> <p>5 A. Approximately six months.</p> <p>6 Q. What time period?</p> <p>7 A. Had to be April up until</p> <p>8 that November.</p> <p>9 Q. So April of '96?</p> <p>10 A. Yes.</p> <p>11 Q. Through November of '96?</p> <p>12 A. Yes.</p> <p>13 Q. Prior to that, where were</p> <p>14 you employed?</p> <p>15 A. C Con Pest Control. It was</p> <p>16 in Huntsville, was a subcontractor in</p> <p>17 Hunts -- Huntsville.</p> <p>18 Q. C Com?</p> <p>19 A. C Con.</p> <p>20 Q. Oh, okay. Pest Control?</p> <p>21 A. Yes.</p> <p>22 Q. How long were you there?</p> <p>23 A. Two years.</p>

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<p style="text-align: right;">Page 21</p> <p>1 Q. What time period?</p> <p>2 A. Wait a minute. It's a year,</p> <p>3 year and a half, 18 months.</p> <p>4 Q. What time period,</p> <p>5 approximately?</p> <p>6 A. From April of '95 up until</p> <p>7 March of '96.</p> <p>8 Q. That was where?</p> <p>9 A. C Con. It was in</p> <p>10 Huntsville.</p> <p>11 Q. Huntsville. Prior to that,</p> <p>12 where were you employed?</p> <p>13 A. I wasn't employed.</p> <p>14 Q. You were going to school?</p> <p>15 A. Yes. Well, just had a</p> <p>16 baby.</p> <p>17 Q. Have you been terminated</p> <p>18 from any position?</p> <p>19 A. No.</p> <p>20 Q. Any warnings or disciplinary</p> <p>21 actions?</p> <p>22 A. No.</p> <p>23 Q. Prior to the charge that you</p>	<p style="text-align: right;">Page 23</p> <p>1 A. Shelton Hamilton, Brook; I</p> <p>2 don't recall her last name.</p> <p>3 Q. Anyone else?</p> <p>4 A. No.</p> <p>5 Q. Who offered you the</p> <p>6 position?</p> <p>7 A. They did.</p> <p>8 Q. Both?</p> <p>9 A. Yes.</p> <p>10 Q. And what was the position</p> <p>11 when you first started?</p> <p>12 A. Customer service rep.</p> <p>13 Q. And have you remained in</p> <p>14 that position since you've been at EDS</p> <p>15 or that title?</p> <p>16 A. That title, yes.</p> <p>17 Q. When you first started, what</p> <p>18 area were you in?</p> <p>19 A. On the phone.</p> <p>20 Q. So you were what I</p> <p>21 would call --</p> <p>22 A. Customer service, yes.</p> <p>23 Q. -- call center?</p>
<p style="text-align: right;">Page 22</p> <p>1 filed in this case, have you filed a</p> <p>2 charge of discrimination before?</p> <p>3 A. No.</p> <p>4 Q. You said you started in</p> <p>5 August of 1997 with EDS?</p> <p>6 A. Uh-huh (affirmative</p> <p>7 response). Yes.</p> <p>8 Q. How did you find out about</p> <p>9 the position?</p> <p>10 A. A friend of mine that</p> <p>11 attended church with me.</p> <p>12 Q. Who is that?</p> <p>13 A. Shonda Robinson.</p> <p>14 Q. Was she employed by EDS?</p> <p>15 A. Yes.</p> <p>16 Q. She currently employed by</p> <p>17 EDS?</p> <p>18 A. No.</p> <p>19 Q. Did you have to interview</p> <p>20 for the position?</p> <p>21 A. Yes.</p> <p>22 Q. Who did you interview</p> <p>23 with?</p>	<p style="text-align: right;">Page 24</p> <p>1 A. Yes.</p> <p>2 Q. Could you tell me a little</p> <p>3 bit about what EDS does at the</p> <p>4 Montgomery facility?</p> <p>5 A. This -- this particular</p> <p>6 contract we consolidate student loans.</p> <p>7 Q. And is that what it did back</p> <p>8 in '97?</p> <p>9 A. Yes.</p> <p>10 Q. And so when you started, you</p> <p>11 were on the phones talking --</p> <p>12 A. Correct.</p> <p>13 Q. -- customer service?</p> <p>14 A. Yes, ma'am.</p> <p>15 Q. How long did you do that?</p> <p>16 A. Four months.</p> <p>17 Q. Who did you report to?</p> <p>18 A. Robert Martin.</p> <p>19 Q. Could you spell his last</p> <p>20 name?</p> <p>21 A. M-A-R-T-I-N.</p> <p>22 Q. After four months, what did</p> <p>23 you do?</p>

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## FREEDOM COURT REPORTING

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<p>1 A. I went to the core edit team 2 as a TDY position. 3 Q. The core edit team? 4 A. Yes, correspondence edit, 5 research team basically. 6 Q. When you were on the 7 customer service on the phone, where 8 were you actually located, what floor? 9 A. Sixth floor. 10 Q. Okay. And the building I 11 understand it has eight floors? 12 A. Has eight floors. 13 Q. Okay. Could you tell me how 14 many floors were occupied at -- by EDS 15 in 1997? 16 A. Three. 17 Q. What floors were those? 18 A. Fourth, fifth, and sixth. 19 Q. Has that changed throughout 20 the years? 21 A. Yes. 22 Q. How? 23 A. Origination was on the fifth</p>	<p>1 Q. How many floors did EDS have 2 then? 3 A. Two floors, fifth and sixth 4 floor. 5 Q. And where were you 6 located? 7 A. On the sixth floor. 8 Q. What about Mr. Williams? 9 A. On the sixth floor. 10 Q. Now, on the core edit 11 team -- 12 A. Uh-huh (affirmative 13 response). 14 Q. -- is that where you 15 currently are as well? 16 A. Yes. 17 Q. Okay. Have you been on that 18 team since -- 19 A. Yes. 20 Q. So sometime in late 1997 or 21 early 1998 you switched to the core 22 team? 23 A. Correct.</p>
Page 26	Page 28
<p>1 floor. Mailroom was on the fourth 2 floor. And they expanded out to the 3 tech team on the third floor. They 4 downsized that on the third floor. 5 Fourth floor moved to the tech and 6 center. Fifth floor lost its contract, 7 it went away and has remained on the 8 sixth floor. 9 Q. Okay. So currently how many 10 floors does EDS -- 11 A. One. 12 Q. Okay. And what floor is 13 that? 14 A. Sixth floor. 15 Q. When did that occur? 16 A. Well, they have sixth floor 17 and half of five. That occurred 18 probably last year sometime. 19 Q. What about when this 20 incident occurred that you filed the 21 lawsuit about with Mr. Williams, that 22 would have been in February of 2005? 23 A. Yes.</p>	<p>1 Q. Okay. And have been there 2 ever since? 3 A. Yes. 4 Q. Who's your supervisor 5 currently? 6 A. Tara Relf. 7 Q. How long has she been your 8 supervisor? 9 A. I would say for the past 10 four, five years. 11 Q. How's your relationship with 12 Ms. Relf? 13 A. Okay. 14 Q. You've not had any issues 15 with her? 16 A. Not no personal issues, 17 no. 18 Q. Who else is in the building, 19 if anybody, other than EDS? 20 A. I don't know who's currently 21 on the rest of the floor. But now, I 22 don't -- I'm not familiar who's on other 23 floors.</p>

7 (Pages 25 to 28)

**FREEDOM COURT REPORTING**

<p style="text-align: right;">Page 29</p> <p>1 Q. Are there other occupants of 2 the building as far as you're aware? 3 A. I'm not sure. 4 Q. What about in early 2005, 5 were there other occupants at that 6 time? 7 A. Yes. 8 Q. Who? 9 A. The Boys and Girls Club of 10 Montgomery. 11 Q. Anyone else? 12 A. I'm not sure. Just know 13 that they were. 14 Q. What floor did they have? 15 A. They had the first floor. 16 Q. Now, EDS has a policy which 17 prohibits harassment; correct? 18 A. Correct. 19 Q. And you're aware of that 20 policy? 21 A. Correct. 22 Q. In fact it's included in 23 EDS' code of conduct; correct?</p>	<p style="text-align: right;">Page 31</p> <p>1 A. Correct. 2 Q. And on Page 8 of the code of 3 conduct, there is the sexual harassment 4 and other unlawful behavior policy; 5 correct? 6 A. Correct. 7 Q. Which specifically notes 8 that EDS does not tolerate sexual 9 harassment or other unlawful behavior in 10 the workplace; correct? 11 A. Correct. 12 Q. And in addition to having 13 that policy and its code of conduct, EDS 14 has all of its policies on-line; is that 15 correct? 16 A. Correct. 17 Q. In something called "the 18 info center"? 19 A. Yes. 20 Q. Okay. And so you can 21 routinely go, if you want to, and look 22 at all EDS' policies on-line? 23 A. Correct. Can I ask you a</p>
<p style="text-align: right;">Page 30</p> <p>1 A. Correct. 2 3 (Defendants' Exhibit No. 1 was 4 marked for identification.) 5 6 Q. You've been handed what's 7 been marked as Exhibit No. 1. Do you 8 recognize that document? 9 A. Yes. 10 Q. And that's EDS' Code of 11 Conduct? 12 A. Correct. 13 Q. The 2005 edition? 14 A. Correct. 15 Q. And EDS has an edition each 16 year; correct? 17 A. Yes. 18 Q. That you're provided with? 19 A. Yes. 20 Q. Okay. And you actually have 21 to sign some sort of certification that 22 you've received it and read it; 23 correct?</p>	<p style="text-align: right;">Page 32</p> <p>1 question? You said I was handed this. 2 Q. No. You were provided with 3 a copy at some point each year? 4 A. On-line, yes. 5 Q. Yes. Okay. I -- I didn't 6 mean to imply that you -- somebody 7 physically handed it to you. 8 A. Okay. 9 Q. But you were given access 10 to -- 11 A. Right. 12 Q. -- or provided it somehow? 13 A. Right. 14 Q. And you're telling me it was 15 on-line? 16 A. Correct. 17 Q. And then did you certify 18 on-line that you received a copy and 19 read it? 20 A. Correct. 21 Q. Okay. So that was all done 22 on-line? 23 A. Right.</p>

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<p style="text-align: right;">Page 33</p> <p>1 Q. As all of its other policies 2 are on-line as well? 3 A. Yes. 4 Q. Okay. Is that somewhere 5 different than the info center or is it 6 kept in the info center as well? 7 A. This is as well as on info 8 center. 9 Q. Okay. 10 11 (Defendants' Exhibit No. 2 was 12 marked for identification.) 13 14 Q. You've been handed another 15 exhibit. It's Exhibit 2. Do you 16 recognize that document? 17 A. Yes. 18 Q. And that is EDS' sexual 19 harassment policy? 20 A. Correct. 21 Q. And this is what is actually 22 on-line in the info center? 23 A. Yes.</p>	<p style="text-align: right;">Page 35</p> <p>1 A. Yes. 2 Q. Okay. How often did you 3 have web base training? 4 A. Once a year. 5 Q. And by web base, you mean 6 you would get on the computer and take a 7 course regarding harassment? 8 A. Info center, correct. 9 Q. Okay. Now, if we look at 10 Exhibit No. 2 which is entitled, Sexual 11 Harassment and Other Unlawful Behavior 12 Policy, which is the policy that was in 13 the info center, if you turn to Page 14 2 -- 15 16 (There was a brief interruption.) 17 18 Q. (By Ms. Jacobs) Pursuant to 19 the harassment policy which is Exhibit 20 No. 2, it requires employees who feels 21 that they've been subjected to 22 harassment to report such conduct to 23 EDS; correct?</p>
<p style="text-align: right;">Page 34</p> <p>1 Q. And you had access to the 2 info center; correct? 3 A. Yes. 4 Q. Daily at work? 5 A. Yes. 6 Q. Now, EDS also provided 7 training to its employees including you 8 on its harassment policy -- 9 A. Correct. 10 Q. -- is that true? 11 A. Yes. 12 Q. Okay. They did it both in 13 person training, what I call live 14 training, somebody would come and give 15 you training every once in a while, 16 would that be correct? 17 A. On this? 18 Q. On harassment policy? 19 A. I don't -- 20 Q. You don't remember that? 21 A. No. 22 Q. But you had web base 23 training?</p>	<p style="text-align: right;">Page 36</p> <p>1 A. Correct. 2 Q. Okay. And it in fact 3 provides a number of avenues or 4 different ways or different people you 5 can report to, would that be true? 6 A. Correct. 7 Q. Okay. It specifically says 8 you can report it to your immediate 9 leader or any other EDS leader with whom 10 you feel comfortable; correct? 11 A. Correct. 12 Q. Either inside or outside 13 your leadership chain? 14 A. Correct. 15 Q. It also says you can report 16 it to employee relations; correct? 17 A. Correct. 18 Q. The office of ethics and 19 compliance? 20 A. Correct. 21 Q. Legal affairs? 22 A. Correct. 23 Q. And human resources?</p>

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<p style="text-align: right;">Page 37</p> <p>1 A. Correct.</p> <p>2 Q. Okay. The policy also</p> <p>3 specifically notes that an employee will</p> <p>4 not be retaliated against in -- for any</p> <p>5 way in making good faith complaint;</p> <p>6 correct?</p> <p>7 A. Correct.</p> <p>8 Q. Now, the code of conduct</p> <p>9 also includes a policy which</p> <p>10 specifically prohibits violence in the</p> <p>11 workplace; is that correct?</p> <p>12 A. Correct.</p> <p>13 Q. And if you look back at</p> <p>14 Exhibit No. 1 on Page 9, do you see the</p> <p>15 violence in the workplace policy?</p> <p>16 A. Correct.</p> <p>17 Q. And the code of conduct?</p> <p>18 A. Uh-huh (affirmative</p> <p>19 response). Yes, ma'am.</p> <p>20 Q. It basically says that EDS</p> <p>21 does not tolerate violent acts or</p> <p>22 threats of violence made by an employee</p> <p>23 against another person; correct?</p>	<p style="text-align: right;">Page 39</p> <p>1 Q. You've been handed Exhibit</p> <p>2 No. 3. Do you recognize what that is?</p> <p>3 A. Yes.</p> <p>4 Q. It's something that you</p> <p>5 produced to us; correct?</p> <p>6 A. Correct.</p> <p>7 Q. It's your driver's license</p> <p>8 and then this pistol license?</p> <p>9 A. Correct.</p> <p>10 Q. When did you get your pistol</p> <p>11 license?</p> <p>12 A. March of '05.</p> <p>13 Q. Is that the first time?</p> <p>14 A. Yes.</p> <p>15 Q. That you ever had a pistol</p> <p>16 license?</p> <p>17 A. Yes.</p> <p>18 Q. Why did you get it in March</p> <p>19 of '05?</p> <p>20 A. Because I felt that I was</p> <p>21 just nervous and hurt, just felt that I</p> <p>22 needed one for protection because of the</p> <p>23 incident that happened in February. I</p>
<p style="text-align: right;">Page 38</p> <p>1 A. Correct.</p> <p>2 Q. And you were aware of that</p> <p>3 policy?</p> <p>4 A. Yes.</p> <p>5 Q. And that's also a policy</p> <p>6 that's on the Internet or info center;</p> <p>7 correct?</p> <p>8 A. Correct.</p> <p>9 Q. The policy specifically</p> <p>10 prohibits an employee from carrying a</p> <p>11 gun on EDS premises; is that true?</p> <p>12 A. That's true.</p> <p>13 Q. Okay. Even if you've got a</p> <p>14 registration or if you're licensed to</p> <p>15 carry a gun --</p> <p>16 A. Correct.</p> <p>17 Q. -- that's true? Now, you</p> <p>18 are licensed to carry a gun?</p> <p>19 A. Yes, I am.</p> <p>20</p> <p>21 (Defendants' Exhibit No. 3 was</p> <p>22 marked for identification.)</p> <p>23</p>	<p style="text-align: right;">Page 40</p> <p>1 just didn't feel safe.</p> <p>2 Q. You said the incident that</p> <p>3 happened in February. Do you mean the</p> <p>4 incident with Mr. Williams at work?</p> <p>5 A. Yes.</p> <p>6 Q. Even though you couldn't</p> <p>7 carry a pistol at work?</p> <p>8 A. I had this for home.</p> <p>9 Q. Okay. Had Mr. Williams ever</p> <p>10 been to your house?</p> <p>11 A. I don't know but I was --</p> <p>12 someone was knocking on my window at</p> <p>13 night.</p> <p>14 Q. And you have no idea whether</p> <p>15 that was Mr. Williams or somebody</p> <p>16 else?</p> <p>17 A. I don't know who it was.</p> <p>18 Q. Did you contact the</p> <p>19 police?</p> <p>20 A. Yes.</p> <p>21 Q. When?</p> <p>22 A. Several occasions. It was</p> <p>23 around February and as well as March.</p>

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<p style="text-align: right;">Page 41</p> <p>1 Q. Of '05?</p> <p>2 A. Yes, ma'am.</p> <p>3 Q. What did they do?</p> <p>4 A. They wrote down the</p> <p>5 incident, wrote down statements and they</p> <p>6 told me to actually try to get a</p> <p>7 videocam and try to record it.</p> <p>8 Q. Did you do that?</p> <p>9 A. No. Couldn't afford one.</p> <p>10 Q. After February and March,</p> <p>11 did people keep knock -- or somebody</p> <p>12 keep knocking on your door --</p> <p>13 A. Yes.</p> <p>14 Q. -- and your windows?</p> <p>15 A. Yes.</p> <p>16 Q. How often?</p> <p>17 A. It's -- it happened quite</p> <p>18 often. Seems like every night around</p> <p>19 the same time.</p> <p>20 Q. What time is that?</p> <p>21 A. Two o'clock in the morning,</p> <p>22 2:10.</p> <p>23 Q. Every day?</p>	<p style="text-align: right;">Page 43</p> <p>1 Q. Boyfriend at the time?</p> <p>2 A. No. We was living</p> <p>3 together -- well, we wasn't living</p> <p>4 together. He was there.</p> <p>5 Q. Who is that?</p> <p>6 A. , Senior.</p> <p>7 MR. WILLIAMS: Blue you say?</p> <p>8 A. Senior, yes.</p> <p>9 Q. Is he the father of your</p> <p>10 children?</p> <p>11 A. Yes.</p> <p>12 Q. Does he still currently live</p> <p>13 with you?</p> <p>14 A. No.</p> <p>15 Q. Does he provide child</p> <p>16 support?</p> <p>17 A. No.</p> <p>18 Q. Were y'all ever married?</p> <p>19 A. No.</p> <p>20 Q. So in November, December of</p> <p>21 '05, the incidents at your house stopped</p> <p>22 happening?</p> <p>23 A. Yeah.</p>
<p style="text-align: right;">Page 42</p> <p>1 A. Pretty much most of --</p> <p>2 Q. For how long did that</p> <p>3 occur?</p> <p>4 A. It occurred for at least</p> <p>5 until November, December of '05.</p> <p>6 Q. Did you report it after</p> <p>7 February or March of '05?</p> <p>8 A. Yes.</p> <p>9 Q. Every time it happen did you</p> <p>10 report it?</p> <p>11 A. I reported the incident</p> <p>12 every -- yes, when I -- it was</p> <p>13 evidence left back there I called the</p> <p>14 police and provided them the evidence.</p> <p>15 Q. What evidence?</p> <p>16 A. Chip bag, Coke, cigarette</p> <p>17 butt, light bulb was broken.</p> <p>18 Q. And you have no idea who</p> <p>19 that could have been --</p> <p>20 A. No.</p> <p>21 Q. -- back there? Had you had</p> <p>22 any work done on your house?</p> <p>23 A. No.</p>	<p style="text-align: right;">Page 44</p> <p>1 Q. Have you renewed your</p> <p>2 license?</p> <p>3 A. Yes.</p> <p>4 Q. When did you renew it?</p> <p>5 A. April of '06.</p> <p>6 Q. I ask that you provide</p> <p>7 another photocopy to your counsel to</p> <p>8 provide --</p> <p>9 A. Sure.</p> <p>10 Q. -- to us of the renewed</p> <p>11 license.</p> <p>12 A. Yes.</p> <p>13 MR. WALKER: We'll get that</p> <p>14 to you.</p> <p>15 Q. Do you actually own a gun?</p> <p>16 A. Yes.</p> <p>17 Q. What kind?</p> <p>18 A. I think it's a .22.</p> <p>19 Q. You think. You don't</p> <p>20 know?</p> <p>21 A. Well, .22.</p> <p>22 Q. Did you purchase it?</p> <p>23 A. No, it was a gift.</p>

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<p>1 Q. Gift from who?</p> <p>2 A. Brian Woodgett.</p> <p>3 Q. Who is he?</p> <p>4 A. He's my best friend.</p> <p>5 Q. Where does he work?</p> <p>6 A. UPS.</p> <p>7 Q. Do you know where he got the</p> <p>8 gun?</p> <p>9 A. No.</p> <p>10 Q. When did you get it from</p> <p>11 him?</p> <p>12 A. March '05.</p> <p>13 Q. Where do you keep the gun?</p> <p>14 A. In my safe in my closet at</p> <p>15 home, my bedroom.</p> <p>16 Q. Do you ever take it out?</p> <p>17 A. No.</p> <p>18 Q. Since you got it in March of</p> <p>19 '05, have you ever taken it out?</p> <p>20 A. Out the safe?</p> <p>21 Q. Yes.</p> <p>22 A. Yes.</p> <p>23 Q. How often?</p>	<p>1 A. No.</p> <p>2 Q. Have you ever shown it to</p> <p>3 one of your coworkers?</p> <p>4 A. No.</p> <p>5 Q. Did you ever even pretend to</p> <p>6 have the gun in your truck --</p> <p>7 A. No.</p> <p>8 Q. -- while you were at work?</p> <p>9 Have you ever told a coworker that you</p> <p>10 had a gun, period?</p> <p>11 A. No.</p> <p>12 Q. Never?</p> <p>13 A. No.</p> <p>14 Q. You've never discussed the</p> <p>15 fact that you have a gun whether you've</p> <p>16 kept it at home or work?</p> <p>17 A. No. She saw a gun permit in</p> <p>18 my car and she asked me about it.</p> <p>19 Q. Who are we talking about?</p> <p>20 A. Brenda Cheatham. I'm sorry.</p> <p>21 Brenda Cheatham.</p> <p>22 Q. Saw the gun permit in your</p> <p>23 car?</p>
Page 46	Page 48
<p>1 A. Here -- he comes by once</p> <p>2 every six months to clean it.</p> <p>3 Q. When you say he, Brian?</p> <p>4 A. Brian. Sorry.</p> <p>5 Q. You don't clean it?</p> <p>6 A. No.</p> <p>7 Q. And you've never actually</p> <p>8 taken it out yourself to go target</p> <p>9 practice or anything like that?</p> <p>10 A. No.</p> <p>11 Q. Have you learned to shoot</p> <p>12 it?</p> <p>13 A. No. That's why it's still</p> <p>14 in the safe.</p> <p>15 Q. You've never carried it with</p> <p>16 you?</p> <p>17 A. No.</p> <p>18 Q. Have you ever had it in your</p> <p>19 truck?</p> <p>20 A. No.</p> <p>21 Q. Have you ever told anybody</p> <p>22 at work that you did carry it in your</p> <p>23 truck?</p>	<p>1 A. Yes.</p> <p>2 Q. When was that?</p> <p>3 A. Had to have been -- I don't</p> <p>4 remember the exact time frame. June</p> <p>5 '05, June, July, '05.</p> <p>6 Q. What did she ask you about</p> <p>7 it?</p> <p>8 A. She just actually saw it</p> <p>9 sitting between the cup holder -- we was</p> <p>10 going to lunch. And she saw it between</p> <p>11 the cup holder and asked me what was it.</p> <p>12 And I told her I got a gun permit. And</p> <p>13 she asked me, you know, why. And I just</p> <p>14 told her I just felt threatened and</p> <p>15 uneasy.</p> <p>16 Q. You didn't show her the</p> <p>17 gun?</p> <p>18 A. No. She saw the permit.</p> <p>19 Q. Have you ever talked about</p> <p>20 the gun or the gun permit with anybody</p> <p>21 else at work?</p> <p>22 A. No.</p> <p>23 Q. No one else at work would</p>

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<p style="text-align: right;">Page 49</p> <p>1 know from you that you have a gun?</p> <p>2 A. Not that I can recall, no.</p> <p>3 Q. Have you ever told a</p> <p>4 coworker that somebody wouldn't want to</p> <p>5 mess with you because you'd go get your</p> <p>6 gun?</p> <p>7 A. No.</p> <p>8 Q. Have you ever threaten to</p> <p>9 hurt yourself?</p> <p>10 A. No.</p> <p>11 Q. Have you ever threaten to</p> <p>12 hurt one of you coworkers?</p> <p>13 A. No.</p> <p>14 Q. Even in jest?</p> <p>15 A. No.</p> <p>16 Q. I want to talk to you a</p> <p>17 little bit about the hierarchy at EDS,</p> <p>18 okay?</p> <p>19 A. Okay.</p> <p>20 Q. You work at an EDS facility</p> <p>21 here in Montgomery?</p> <p>22 A. Uh-huh (affirmative</p> <p>23 response).</p>	<p style="text-align: right;">Page 51</p> <p>1 THE REPORTER: And the what?</p> <p>2 A. Certification team and the</p> <p>3 core edit team.</p> <p>4 Q. And who does he report to?</p> <p>5 A. Jarvis.</p> <p>6 Q. Jeff Williams is not your</p> <p>7 supervisor?</p> <p>8 A. No.</p> <p>9 Q. And he's never been your</p> <p>10 supervisor?</p> <p>11 A. No.</p> <p>12 Q. Have you ever been his</p> <p>13 supervisor?</p> <p>14 A. No.</p> <p>15 Q. Y'all have always been peers</p> <p>16 or the same kind of level as far as</p> <p>17 you're aware?</p> <p>18 A. I was once a team leader.</p> <p>19 Q. Okay. When was that?</p> <p>20 A. '04.</p> <p>21 Q. What were you a team leader</p> <p>22 for?</p> <p>23 A. Core edit team.</p>
<p style="text-align: right;">Page 50</p> <p>1 Q. Correct?</p> <p>2 A. Correct.</p> <p>3 Q. Who is the person in</p> <p>4 charge?</p> <p>5 A. Jarvis Robinson.</p> <p>6 Q. And she's in charge of that</p> <p>7 facility?</p> <p>8 A. Correct.</p> <p>9 Q. And I think you said that</p> <p>10 you report currently to Tara Relf?</p> <p>11 A. Yes.</p> <p>12 Q. Do you know who she reports</p> <p>13 to?</p> <p>14 A. Scott Arnt.</p> <p>15 Q. What's his position, if you</p> <p>16 know?</p> <p>17 A. Manager.</p> <p>18 Q. Is he on the same team as</p> <p>19 you?</p> <p>20 A. He's actually not on the</p> <p>21 same team, but he oversees two teams.</p> <p>22 Q. What are those teams?</p> <p>23 A. Certification team and --</p>	<p style="text-align: right;">Page 52</p> <p>1 Q. And for how long were you a</p> <p>2 team leader?</p> <p>3 A. Only about a year.</p> <p>4 Q. What happened, why are you</p> <p>5 no longer a team leader?</p> <p>6 A. The team downsized.</p> <p>7 Q. No other reason?</p> <p>8 A. No. Team just downsized.</p> <p>9 And they actually needed me to do</p> <p>10 database for both teams.</p> <p>11 Q. So you weren't demoted?</p> <p>12 A. No. They just wanted me to</p> <p>13 do database for the certification team</p> <p>14 as well as my team.</p> <p>15 Q. As far as you're aware, has</p> <p>16 Mr. -- when you were a team lead, did</p> <p>17 you supervise Mr. Williams?</p> <p>18 A. He was on a different floor</p> <p>19 at the time.</p> <p>20 Q. So different floor and a</p> <p>21 different team?</p> <p>22 A. Different basically account.</p> <p>23 He was on the origination, fifth</p>

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<p style="text-align: right;">Page 53</p> <p>1 floor.</p> <p>2 Q. So I would assume that would</p> <p>3 be a no, you didn't supervise him?</p> <p>4 A. Correct.</p> <p>5 Q. Are you aware of</p> <p>6 Mr. Williams has ever been a</p> <p>7 supervisor?</p> <p>8 A. No, I'm not sure.</p> <p>9 Q. Or a team leader?</p> <p>10 A. I don't know.</p> <p>11 Q. Now, you have filed a</p> <p>12 lawsuit against EDS as well as</p> <p>13 Mr. Williams; correct?</p> <p>14 A. Correct.</p> <p>15 Q. And has alleged a number of</p> <p>16 causes of action against one or both in</p> <p>17 that lawsuit, do you understand that?</p> <p>18 A. No.</p> <p>19 Q. You don't know that --</p> <p>20 A. I don't understand. I'm</p> <p>21 sorry.</p> <p>22 Q. Okay. You've made an</p> <p>23 allegation that you were subjected to</p>	<p style="text-align: right;">Page 55</p> <p>1 A. EDS.</p> <p>2 Q. You understand that EDS can</p> <p>3 only act through employees?</p> <p>4 A. Correct.</p> <p>5 Q. Okay. So I'm asking you</p> <p>6 what employees do you think subjected</p> <p>7 you to sexual harassment besides</p> <p>8 Mr. Williams?</p> <p>9 A. I'm confused. I'm sorry.</p> <p>10 Q. Okay. You've alleged sexual</p> <p>11 harassment?</p> <p>12 A. Correct.</p> <p>13 Q. I've asked you who sexually</p> <p>14 harassed you. You said Mr. Williams and</p> <p>15 then you said EDS.</p> <p>16 A. Okay.</p> <p>17 Q. EDS is a corporation;</p> <p>18 right?</p> <p>19 A. Correct.</p> <p>20 Q. And so EDS can't sexual</p> <p>21 harass you. It has to be its employees;</p> <p>22 correct?</p> <p>23 A. Okay.</p>
<p style="text-align: right;">Page 54</p> <p>1 sexual harassment; correct?</p> <p>2 A. Correct.</p> <p>3 Q. And then you've alleged</p> <p>4 claims such as negligent hiring?</p> <p>5 A. Correct.</p> <p>6 Q. Do you understand that?</p> <p>7 That's what --</p> <p>8 A. Yes.</p> <p>9 Q. That's what I mean by a</p> <p>10 cause of action.</p> <p>11 A. Okay.</p> <p>12 Q. So I apologize for using</p> <p>13 legalese. We tend to do it a lot. But</p> <p>14 what I'd like to do is talk to you for a</p> <p>15 few minutes about your causes of action.</p> <p>16 A. Okay.</p> <p>17 Q. Okay. And I'm going to</p> <p>18 start with sexual harassment.</p> <p>19 A. Okay.</p> <p>20 Q. Who do you believe subjected</p> <p>21 you to sexual harassment?</p> <p>22 A. Jeff Williams.</p> <p>23 Q. Okay. Anyone else?</p>	<p style="text-align: right;">Page 56</p> <p>1 Q. Do you understand that?</p> <p>2 A. Yes. Yes.</p> <p>3 Q. So I'm asking you besides</p> <p>4 Mr. Williams, are there any other</p> <p>5 employees of EDS that you believe</p> <p>6 sexually harassed you?</p> <p>7 A. Physically, no.</p> <p>8 Q. Okay. Any other way besides</p> <p>9 physically?</p> <p>10 A. Remarks, yes.</p> <p>11 Q. Who?</p> <p>12 A. That's -- I'm kind of</p> <p>13 confused based off of the incident that</p> <p>14 happened in March that was made after</p> <p>15 that incident to me, is that what you're</p> <p>16 referring to?</p> <p>17 Q. Anything that you believe</p> <p>18 was sexual harassment?</p> <p>19 A. I would say Jeff Williams</p> <p>20 and I guess there's a gray area there</p> <p>21 because the incident that happened in</p> <p>22 the elevator, the statement that was</p> <p>23 made behind that.</p>

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## FREEDOM COURT REPORTING

<p style="text-align: right;">Page 57</p> <p>1 Q. Okay. Why don't we do it 2 this way: Prior to the incident in 3 February of '05 that you claim occurred 4 on the elevator -- 5 A. Uh-huh (affirmative 6 response). 7 Q. -- do you believe you've 8 been sexually harassed -- 9 A. No. 10 Q. -- at any point before 11 that? 12 A. No. 13 Q. Okay. By Mr. Williams or 14 anybody else prior to -- 15 A. The elevator. 16 Q. -- the elevator incident? 17 A. He made statements. 18 Mr. Williams made statements prior to 19 the elevator incident that basically 20 were -- were, but I didn't, you know, 21 think it at the time. 22 Q. You didn't think that it was 23 sexual harassment at the time?</p>	<p style="text-align: right;">Page 59</p> <p>1 just made the statement that I think the 2 young lady may got up on the wrong side 3 of bed. And he said, oh, I thought you 4 wanted me to get up on the side of the 5 bed with you. And I looked at him and I 6 walked off. 7 Q. When did that happen? 8 A. January '05. 9 Q. Prior to that, had he made 10 any statements to you that you thought 11 were inappropriate? 12 A. No. 13 Q. And you said you reported it 14 to another peer, whom? 15 A. Brenda Cheatham. 16 Q. But you didn't report it to 17 a supervisor? 18 A. No. 19 Q. Or to human resources? 20 A. No. 21 Q. So you didn't follow the 22 sexual harassment policy at that time? 23 A. Did I follow it?</p>
<p style="text-align: right;">Page 58</p> <p>1 A. Well, I knew it was sexual 2 harassment at the time, but it was -- I 3 don't know how to explain it. The 4 statement he made made me very 5 uncomfortable and I reported to another 6 peer. And they was like, well, if he 7 does anything else, then report it. 8 Q. What is it that you -- that 9 Mr. Williams said? 10 A. Was in the breakroom and 11 getting some coffee one morning and he 12 came up to me and he said what did 13 you -- we was coming up an elevator that 14 morning and we went to the -- to the 15 breakroom. He made the statement -- the 16 lady was getting off the elevator on 17 four and he's like what's -- what's 18 wrong with her. I said I guess she had 19 woke up on the wrong side of bed this 20 morning. And he said -- that's when he 21 followed me to the breakroom, I was 22 getting coffee. He said what did you 23 say on the elevator. I said, well, I</p>	<p style="text-align: right;">Page 60</p> <p>1 Q. Right. You didn't report it 2 pursuant to the sexual harassment 3 policy? 4 A. Yes, I did. 5 Q. Who did you report it to? 6 A. It said I can report it to 7 someone who's outside of management 8 to -- to someone else. 9 Q. Okay. Let's go look at the 10 sexual harassment policy, Exhibit No. 2. 11 Where in Exhibit No. 2 does it say that 12 you can report it to a peer? 13 A. We have -- I'm sorry. We 14 have open door policy. 15 Q. Okay. 16 A. The open door policy. 17 Q. And the open door policy 18 says what? 19 A. We basically can report any 20 incident to anybody without any 21 retaliation, anything that you felt -- 22 Q. Is that report it to a peer 23 or report it to a supervisor or somebody</p>

15 (Pages 57 to 60)

## FREEDOM COURT REPORTING

<p style="text-align: right;">Page 61</p> <p>1 in management?</p> <p>2 A. Open door policy, anybody.</p> <p>3 And Brenda Cheatham, if I'm not</p> <p>4 mistaken, she's also -- she has the</p> <p>5 title of team lead.</p> <p>6 Q. Besides that one incident</p> <p>7 prior to February of 2005, have</p> <p>8 Mr. Williams said anything that you</p> <p>9 consider to be offensive in nature to</p> <p>10 you?</p> <p>11 A. No.</p> <p>12 Q. Had he ever touched you</p> <p>13 prior to the February 2005 incident?</p> <p>14 A. No.</p> <p>15 Q. And you said -- what was the</p> <p>16 conversation with Ms. Cheatham when you</p> <p>17 told her what had happened?</p> <p>18 A. I came to her desk and I was</p> <p>19 like something just -- weird just</p> <p>20 happened. And she was like what. I</p> <p>21 said Jeff made a statement to me in the</p> <p>22 breakroom and she was like what was it</p> <p>23 and that's when I told her.</p>	<p style="text-align: right;">Page 63</p> <p>1 like, oh, it's cold outside. And he was</p> <p>2 like, oh, I need you to warm me up.</p> <p>3 Then he put his hands down my pants. He</p> <p>4 put his -- excuse me. I'm sorry. He</p> <p>5 placed his hands down by pants and he</p> <p>6 grabbed my shirt out and he was rubbing</p> <p>7 on my body. And I was pushing him, get</p> <p>8 -- get off me, get -- get off me. And</p> <p>9 he start rubbing on my stomach and he</p> <p>10 moved up to my breast area and -- excuse</p> <p>11 me. Somebody have some tissue, please?</p> <p>12 I'm sorry.</p> <p>13</p> <p>14 (Mr. Walker handed the witness a</p> <p>15 box of Kleenex.)</p> <p>16</p> <p>17 A. Thanks. We -- he grabbed</p> <p>18 my -- and I kept pushing him off of me.</p> <p>19 And he said you feel good. He layed his</p> <p>20 hands -- head on my shoulder. And I</p> <p>21 just kept pushing and then the elevator</p> <p>22 door opened up and he said I just had a</p> <p>23 nice lunch and I looked at him. I said</p>
<p style="text-align: right;">Page 62</p> <p>1 Q. And what was her response?</p> <p>2 A. She was like, oh, you know,</p> <p>3 just shrug it off. I'm like oh. If he</p> <p>4 say anything else to you, just basically</p> <p>5 let me know.</p> <p>6 Q. All right. Let's talk about</p> <p>7 Mr. Williams, what you claim happened in</p> <p>8 February of 2005. Could you tell me</p> <p>9 what happened?</p> <p>10 A. Okay. I was coming back</p> <p>11 from lunch and he was coming back from</p> <p>12 lunch as well. We walked into the</p> <p>13 ground floor where the elevators are and</p> <p>14 I felt something brush against my -- my</p> <p>15 behind. And I thought he just walked in</p> <p>16 too close to me. The elevator door</p> <p>17 opened. I stepped on first. He came in</p> <p>18 from behind -- came in behind me. I</p> <p>19 turned around. I hit the sixth floor</p> <p>20 button. As soon as the door closed,</p> <p>21 he -- he immediately grabbed me 'cause</p> <p>22 it was cold that February, that</p> <p>23 particular, he grabbed me. And he was</p>	<p style="text-align: right;">Page 64</p> <p>1 where did you go. He was like I had to</p> <p>2 take some jeans by back to I think it</p> <p>3 was Looking Good or Weil's. And I</p> <p>4 walked to my desk and my coworker, she</p> <p>5 looked at me, and she asked me what was</p> <p>6 wrong. And I -- and I walked to the</p> <p>7 breakroom and I told her. And she told</p> <p>8 me to report it immediately. Can I --</p> <p>9 can I step outside, please?</p> <p>10 MS. JACOBS: Sure. Can take</p> <p>11 a break.</p> <p>12 MS. VIDEOGRAPHER: Off the</p> <p>13 record. The time is 10:46.</p> <p>14</p> <p>15 (A brief recess was taken.)</p> <p>16</p> <p>17 MS. VIDEOGRAPHER: Back on</p> <p>18 the record. We commence Tape 2. The</p> <p>19 time is 10:53.</p> <p>20 Q. (By Ms. Jacobs) Ms. Jacobs,</p> <p>21 we were talking about the incident that</p> <p>22 occurred in February of 2005. And if</p> <p>23 I'm correct, it was February 10th, does</p>

16 (Pages 61 to 64)

# FREEDOM COURT REPORTING

<p style="text-align: right;">Page 65</p> <p>1 that sound the right date?</p> <p>2 A. Yes.</p> <p>3 Q. What time was it when you</p> <p>4 were coming back to lunch</p> <p>5 approximately?</p> <p>6 A. 1:41.</p> <p>7 Q. 1:41?</p> <p>8 A. Uh-huh (affirmative</p> <p>9 response).</p> <p>10 Q. How do you know it was</p> <p>11 1:41?</p> <p>12 A. 'Cause I was on the phone</p> <p>13 with my friend because we just left from</p> <p>14 lunch.</p> <p>15 Q. Who were you on the phone</p> <p>16 with?</p> <p>17 A. Brian Woodgett.</p> <p>18 Q. Were you on the phone with</p> <p>19 him when you were on the elevator as</p> <p>20 well?</p> <p>21 A. No. I got off the elevator.</p> <p>22 I told him I said, look, I'm about to</p> <p>23 get on the elevator. I'll talk to you</p>	<p style="text-align: right;">Page 67</p> <p>1 elevator with him alone?</p> <p>2 A. No.</p> <p>3 Q. What about the time you said</p> <p>4 he made the statement about the woman</p> <p>5 who got off on the fourth floor?</p> <p>6 A. Oh, that was -- I'm sorry.</p> <p>7 That was from fourth floor to -- fifth</p> <p>8 floor to sixth floor, yeah.</p> <p>9 Q. Was that the only other time</p> <p>10 you were alone with him?</p> <p>11 A. Yes.</p> <p>12 Q. Now, you stated that he put</p> <p>13 his hands down your pants and grabbed</p> <p>14 your shirt out --</p> <p>15 A. Yes.</p> <p>16 Q. -- correct? What were you</p> <p>17 wearing that day?</p> <p>18 A. Some slacks and a blouse.</p> <p>19 Q. And you said that he rubbed</p> <p>20 your stomach; correct?</p> <p>21 A. Yes, he did rub my</p> <p>22 stomach.</p> <p>23 Q. Okay. And then you said</p>
<p style="text-align: right;">Page 66</p> <p>1 later.</p> <p>2 Q. Was anybody else on the</p> <p>3 elevator with you?</p> <p>4 A. No.</p> <p>5 Q. Did the elevator stop at any</p> <p>6 other floor besides go from the basement</p> <p>7 to the sixth floor?</p> <p>8 A. No.</p> <p>9 Q. How long were you on the</p> <p>10 elevator with Mr. Williams?</p> <p>11 A. I don't know how long, but I</p> <p>12 know from the basement to the sixth</p> <p>13 floor, 45 minutes -- 45 seconds. I'm</p> <p>14 sorry.</p> <p>15 Q. That's a really slow</p> <p>16 elevator if it's 45 minutes. About 45</p> <p>17 seconds?</p> <p>18 A. 45 seconds to a minute.</p> <p>19 Q. Had you ever been on the</p> <p>20 elevator before with Mr. Williams?</p> <p>21 A. Probably have but with other</p> <p>22 people, not alone.</p> <p>23 Q. You've never been on the</p>	<p style="text-align: right;">Page 68</p> <p>1 that he rubbed your breast area. Did he</p> <p>2 actually touch your breast or just</p> <p>3 rub --</p> <p>4 A. The bra area. Right here</p> <p>5 (indicated).</p> <p>6 Q. The bra. Underneath the</p> <p>7 bra?</p> <p>8 A. No. He actually touched the</p> <p>9 bra, the breast.</p> <p>10 Q. Okay. Did you yell or</p> <p>11 scream at him while you were on the --</p> <p>12 A. Yes.</p> <p>13 Q. -- elevator?</p> <p>14 A. Yes.</p> <p>15 Q. What did you say?</p> <p>16 A. Say get off me. Get the "F"</p> <p>17 off of me.</p> <p>18 Q. And what his response?</p> <p>19 A. He just kept grabbing and</p> <p>20 pulling me tighter and stated I felt</p> <p>21 good. He -- he wanted me to warm him</p> <p>22 up. He was cold.</p> <p>23 Q. What was your relationship</p>

17 (Pages 65 to 68)

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## FREEDOM COURT REPORTING

<p style="text-align: right;">Page 69</p> <p>1 with Mr. Williams prior to this?</p> <p>2 A. Just see him in passing,</p> <p>3 speaking hey, how you doing,</p> <p>4 camaraderie, just how you doing, good</p> <p>5 day, bless day, keep going.</p> <p>6 Q. So friendly?</p> <p>7 A. Cordial.</p> <p>8 Q. Okay. Had you heard anybody</p> <p>9 else make any complaints about</p> <p>10 Mr. Williams?</p> <p>11 A. No.</p> <p>12 Q. Except for that one time</p> <p>13 when y'all were talking about the lady</p> <p>14 getting off the elevator, had he ever</p> <p>15 made a statement to you that you</p> <p>16 consider offensive?</p> <p>17 A. Not that I recall.</p> <p>18 Q. Or had you ever heard him</p> <p>19 say something to anybody else that you</p> <p>20 thought could have been offensive?</p> <p>21 A. I don't -- wasn't in</p> <p>22 communication around him that I could</p> <p>23 hear anything. He works on a different</p>	<p style="text-align: right;">Page 71</p> <p>1 (indicated). So four elevators, two on</p> <p>2 each side, you step out, you go left or</p> <p>3 you go right.</p> <p>4 Q. Okay. And you say it's</p> <p>5 secure so do you have to use a badge --</p> <p>6 A. Yes.</p> <p>7 Q. -- to get through those</p> <p>8 doors? Did you both go, you and Mr.</p> <p>9 Williams, go through the same door --</p> <p>10 A. No.</p> <p>11 Q. -- after you got off?</p> <p>12 A. No.</p> <p>13 Q. Okay.</p> <p>14 A. We went -- I went left. He</p> <p>15 went right.</p> <p>16 Q. Now, you said that when he</p> <p>17 was getting off y'all continued to have</p> <p>18 a conversation about what he had done</p> <p>19 over lunch?</p> <p>20 A. Actually, he was -- was --</p> <p>21 you hear the ding of the elevator --</p> <p>22 Q. Uh-huh (affirmative</p> <p>23 response).</p>
<p style="text-align: right;">Page 70</p> <p>1 side of the floor.</p> <p>2 Q. So no, you hadn't heard him</p> <p>3 say anything?</p> <p>4 A. No.</p> <p>5 Q. When the elevator doors</p> <p>6 opened, could you tell me how -- what</p> <p>7 they open into, what's the elevator</p> <p>8 lobby area look like on the sixth</p> <p>9 floor?</p> <p>10 A. As soon as you walk out, you</p> <p>11 could see it's two elevators on each</p> <p>12 side.</p> <p>13 Q. So there's four elevators</p> <p>14 total?</p> <p>15 A. Four total.</p> <p>16 Q. Okay. And it opens up -- is</p> <p>17 the elevator lobby open?</p> <p>18 A. Is it open?</p> <p>19 Q. How do you get to your work</p> <p>20 space from the elevator?</p> <p>21 A. Okay. I'm sorry. It's a</p> <p>22 secure area. We have a door on this</p> <p>23 side and a door on that side</p>	<p style="text-align: right;">Page 72</p> <p>1 A. -- he -- he let go. He</p> <p>2 released me.</p> <p>3 Q. Okay. And then what</p> <p>4 happened?</p> <p>5 A. And he was like wow, I had a</p> <p>6 good lunch. I had a great lunch. And</p> <p>7 he -- made some statement he had to</p> <p>8 return some items to -- some jeans he</p> <p>9 just purchased. And I was like for</p> <p>10 real. I said where. And he said --</p> <p>11 made a statement Weil's or Looking Good.</p> <p>12 And I just was basically flabbergasted.</p> <p>13 'Cause I just walked out the elevator</p> <p>14 like what did just happen.</p> <p>15 Q. So you didn't get off the</p> <p>16 elevator yelling and screaming?</p> <p>17 A. No.</p> <p>18 Q. And you actually asked him</p> <p>19 where he had to return his jeans?</p> <p>20 A. Yes.</p> <p>21 Q. Now, you mentioned that you</p> <p>22 went back to your work area and a</p> <p>23 coworker asked you what was wrong, who</p>

18 (Pages 69 to 72)



## FREEDOM COURT REPORTING

<p style="text-align: right;">Page 73</p> <p>1 was that?</p> <p>2 A. Twana Anthony.</p> <p>3 Q. What did you tell her?</p> <p>4 A. I -- I stated I said come</p> <p>5 here for a sec. No. She looked at me</p> <p>6 and she said -- she said what's wrong</p> <p>7 with you. I said -- and I had my hand</p> <p>8 in my mouth like (indicated), she like</p> <p>9 what's wrong. I said something just</p> <p>10 happened to me. And she was like what.</p> <p>11 And she said, you know, we went to the</p> <p>12 breakroom. She motioned for to go to</p> <p>13 the breakroom. We walked to the</p> <p>14 breakroom and I was standing there and I</p> <p>15 told her what happened. And she was</p> <p>16 like, and she said you need to report</p> <p>17 that now.</p> <p>18 Q. Were you crying at the</p> <p>19 time?</p> <p>20 A. I was shocked.</p> <p>21 Q. So no?</p> <p>22 A. I was -- no.</p> <p>23 Q. Who all is on your team</p>	<p style="text-align: right;">Page 75</p> <p>1 eight people.</p> <p>2 A. You asked who was on the</p> <p>3 team.</p> <p>4 Q. Okay. I apologize. Who</p> <p>5 within that eight area?</p> <p>6 A. Who sits in that area?</p> <p>7 Q. Who sits in that area with</p> <p>8 you?</p> <p>9 A. Okay. Tara Relf, Brenda</p> <p>10 Cheatham, Twana Anthony, Barbara Cline,</p> <p>11 Ava Collier, Sandra Williams. And I</p> <p>12 think Annie Kent. Yes, Annie Kent</p> <p>13 was.</p> <p>14 Q. Where are the other team</p> <p>15 members located?</p> <p>16 A. On the other side. It's</p> <p>17 just like only eight can sit on that</p> <p>18 side, then you have another on the other</p> <p>19 side of the cubicles.</p> <p>20 Q. Okay. Can you see them?</p> <p>21 A. No.</p> <p>22 Q. So after you told Twana</p> <p>23 Anthony what happened, what did you</p>
<p style="text-align: right;">Page 74</p> <p>1 besides Ms. Anthony?</p> <p>2 A. Brenda Cheatham, Tara Relf,</p> <p>3 Ava Collier at the time -- at that time?</p> <p>4 Q. Uh-huh (affirmative</p> <p>5 response).</p> <p>6 A. Barbara Cline, Sandra</p> <p>7 Williams on that particular side. Rita</p> <p>8 Arenya, Susan Lang, Michael Brown,</p> <p>9 Sheldon Payne, Wanda Davis, Katherine</p> <p>10 Howser, Danny Spears, Shawn Nevels.</p> <p>11 Q. And that was back in</p> <p>12 February of '05?</p> <p>13 A. Yes.</p> <p>14 Q. Who all was present when you</p> <p>15 returned from lunch that day, do you</p> <p>16 recall?</p> <p>17 A. Tara, Brenda, and Twana.</p> <p>18 Q. What's your -- what's it set</p> <p>19 up like, your team area?</p> <p>20 A. We have -- it's eight in the</p> <p>21 area, eight people in the area, so four</p> <p>22 on each side, cubicle area.</p> <p>23 Q. You told me a lot more than</p>	<p style="text-align: right;">Page 76</p> <p>1 do?</p> <p>2 A. I sat down and immediately</p> <p>3 told Tara what happened.</p> <p>4 Q. Okay. What did Tara say?</p> <p>5 A. She stated to me, she said</p> <p>6 that she was going to mention something</p> <p>7 to Jeff, his supervisor. I think it was</p> <p>8 Sandra Hindon at the time.</p> <p>9 Q. Okay. Anything else?</p> <p>10 A. I -- she stated to me, she</p> <p>11 said I e-mailed Jeff at the time and</p> <p>12 stated to him what he did was</p> <p>13 inappropriate and disrespectful.</p> <p>14 Q. Had you already e-mailed</p> <p>15 Jeff when you spoke with Tara?</p> <p>16 A. Yes. She told me to go</p> <p>17 ahead and e-mail Jeff.</p> <p>18 Q. Okay. So I'm trying to</p> <p>19 figure out the time line. Did you talk</p> <p>20 to Tara before --</p> <p>21 A. I talked to Tara first.</p> <p>22 Q. Okay. And did she ask you</p> <p>23 what you wanted to do?</p>

19 (Pages 73 to 76)

## FREEDOM COURT REPORTING

<p style="text-align: right;">Page 77</p> <p>1 A. Tara stated she -- she said  2 what are you going to do. She said I'm  3 going to talk to his supervisor and I  4 said -- I said, well, okay. And she  5 said, well, e-mail him and let him know  6 what he did, you know, you didn't  7 appreciate it. And that's what I did.  8 Q. So you're saying that Tara  9 told you to e-mail?  10 A. Yes.  11 MS. JACOBS: Okay. I don't  12 have enough copies. Let me show it to  13 him first. I'm sorry.  14  15 (Defendants' Exhibit No. 4 was  16 marked for identification.)  17  18 Q. (By Ms. Jacobs) Handed  19 what's been marked as Exhibit No. 4. Do  20 you recognize that?  21 A. Yes.  22 Q. This is the e-mail from you  23 to Mr. Williams?</p>	<p style="text-align: right;">Page 79</p> <p>1 your stomach or touching your breast or  2 putting his hands down your pants?  3 A. Correct.  4 Q. When you spoke to Ms. Relf,  5 did she tell you what to put in the  6 e-mail?  7 A. No.  8 Q. Did Mr. Williams respond?  9 A. Yes.  10 Q. How?  11 A. He stated that he was only  12 kidding around, no disrespect meant or  13 something along that line.  14 Q. Okay. But did he do that in  15 person or did he respond via e-mail?  16 A. E-mail and he walked over in  17 person.  18 Q. What did he do first?  19 A. E-mail.  20  21 (Defendants' Exhibit No. 5 was  22 marked for identification.)  23</p>
<p style="text-align: right;">Page 78</p> <p>1 A. Yes.  2 Q. It's dated February 10,  3 2005?  4 A. Yes.  5 Q. Time is 1:52 p.m.?  6 A. Correct.  7 Q. So that's after you spoke  8 with Twana Anthony?  9 A. Yes.  10 Q. And after you spoke with Ms.  11 Relf?  12 A. Yes.  13 Q. Okay. And could you read  14 what you wrote to Jeff, please?  15 A. Jeff, what just happened in  16 the elevator, please don't let this --  17 that happen again. That was very  18 inappropriate and disrespectful. No  19 need to apologize in the few -- future.  20 Let's just keep things on a business  21 level.  22 Q. Okay. So you didn't put  23 anything in the e-mail about him rubbing</p>	<p style="text-align: right;">Page 80</p> <p>1 Q. Handed what's been marked as  2 Exhibit No. 5. Is that the e-mail  3 response you received from Mr. Williams?  4 A. Yes.  5 Q. Dated February 10, 2005?  6 A. Yes.  7 Q. And the time is 2:09 p.m.?  8 A. Correct.  9 Q. Okay. And he says, I  10 understand. Just joking around with  11 you. No disrespect meant; correct?  12 A. Yes.  13 Q. Was there anything  14 inappropriate that you thought was about  15 this response?  16 A. No.  17 Q. And then you said that he  18 also spoke with you personally?  19 A. Yeah. He came over to my  20 desk.  21 Q. When was that?  22 A. Right after he sent this  23 e-mail. About five, ten minutes after</p>

20 (Pages 77 to 80)



## FREEDOM COURT REPORTING

<p style="text-align: right;">Page 81</p> <p>1 he sent this e-mail.</p> <p>2 Q. Was there anybody around at</p> <p>3 the time?</p> <p>4 A. Yes. Tara, Twana and Brenda</p> <p>5 was around.</p> <p>6 Q. And what did Mr. Williams</p> <p>7 say to you at that time?</p> <p>8 A. He came from -- down the</p> <p>9 aisle, came behind me, hovered over me</p> <p>10 and said something in my ear. And I</p> <p>11 just slumped down and I just nodded. I</p> <p>12 wasn't listening to what he was saying.</p> <p>13 I was just -- wanted him to get away.</p> <p>14 Q. You don't remember at all</p> <p>15 what he said to you?</p> <p>16 A. I really don't. I just</p> <p>17 wanted him away. I just --</p> <p>18 Q. And how did he talk to</p> <p>19 you?</p> <p>20 A. He was -- I was sitting at</p> <p>21 my desk. He came over, had both hands</p> <p>22 over like this over my desk area</p> <p>23 (indicated). And I was under here like</p>	<p style="text-align: right;">Page 83</p> <p>1 Q. Either?</p> <p>2 A. No. They may implied, but</p> <p>3 they implied, but no.</p> <p>4 Q. Okay. You ever touch a male</p> <p>5 coworker on his butt?</p> <p>6 A. No.</p> <p>7 Q. Have you ever been</p> <p>8 disciplined or warned for inappropriate</p> <p>9 conduct at EDS?</p> <p>10 A. No.</p> <p>11 Q. Have you received any</p> <p>12 disciplines or warnings at EDS?</p> <p>13 A. No. Let me ask you a</p> <p>14 question, Ms. Jacobs.</p> <p>15 Q. Sure.</p> <p>16 A. State the question you just</p> <p>17 asked you said any disciplinary, is</p> <p>18 it -- Jarvis made a statement way after</p> <p>19 this incident about something that I</p> <p>20 so-called have done four years prior to</p> <p>21 this, is that what you're asking?</p> <p>22 Q. I'm asking at any time have</p> <p>23 you been disciplined whether it's a</p>
<p style="text-align: right;">Page 82</p> <p>1 that.</p> <p>2 Q. Around you?</p> <p>3 A. Around me (indicated).</p> <p>4 Q. Did anybody besides you see</p> <p>5 this?</p> <p>6 A. Tara and -- Tara had to have</p> <p>7 seen it. She sits right across from me.</p> <p>8 Q. Did you say anything to</p> <p>9 Mr. Williams at that time?</p> <p>10 A. No, I just nodded.</p> <p>11 Q. Had you ever engaged in any</p> <p>12 conduct at EDS that was offensive or</p> <p>13 sexual in nature?</p> <p>14 A. No.</p> <p>15 Q. You've never talked about</p> <p>16 sex with your coworkers?</p> <p>17 A. No.</p> <p>18 Q. Never talked about your</p> <p>19 relationships with coworkers?</p> <p>20 A. As -- what, sexual</p> <p>21 relationships?</p> <p>22 Q. Sure.</p> <p>23 A. Implied or just flat out?</p>	<p style="text-align: right;">Page 84</p> <p>1 verbal --</p> <p>2 A. -- was no discipline.</p> <p>3 Q. -- or written warning?</p> <p>4 A. It was no discipline. No,</p> <p>5 was nothing disciplined. She mentioned</p> <p>6 something but there was no</p> <p>7 disciplinary.</p> <p>8 Q. What did she mention?</p> <p>9 A. She stated that Ms. Liebman</p> <p>10 investigated and said that I so-called</p> <p>11 touched someone on the behind and that</p> <p>12 was after the incident -- well, it was</p> <p>13 February of this year actually. And she</p> <p>14 stated that -- Leslie stated that the</p> <p>15 young fellow had stated that I did it.</p> <p>16 And I said that same fellow you're</p> <p>17 referring to contacted me and basically</p> <p>18 he said you guys are fishing or</p> <p>19 something.</p> <p>20 Q. So you've never touched</p> <p>21 him?</p> <p>22 A. No.</p> <p>23 Q. And you've never talked</p>

21 (Pages 81 to 84)

# FREEDOM COURT REPORTING

<p style="text-align: right;">Page 85</p> <p>1 about having sex with men in front of  2 your coworkers --  3 A. No.  4 Q. -- or with your coworkers?  5 A. No.  6 Q. Or talked about men's body  7 parts in front of your coworkers?  8 A. No.  9 Q. How good somebody looks, how  10 much you'd like to have sex with  11 somebody even implying it?  12 A. Implying it, I can't go off  13 what someone else's implied or what  14 their thought process, no, I can't.  15 Q. But you never meant to imply  16 it?  17 A. I've never implied it.  18 Q. Now, Ms. Relf in addition to  19 talking to Mr. Williams' supervisor  20 reported it to human resources or the  21 employee relations department;  22 correct?  23 A. I don't know.</p>	<p style="text-align: right;">Page 87</p> <p>1 informed me that she wanted me to put it  2 in writing. I put it in writing and she  3 stated she was going to get back with me  4 in a couple weeks, which she never  5 done.  6 Q. Who told you to contact  7 Leslie?  8 A. I'm not sure was it Tara or  9 Brenda. But I want to say Brenda but  10 I'm not sure because she told me I need  11 to escalate it.  12 Q. How did you know to contact  13 Leslie?  14 A. Info center, looked it up.  15 Q. Her name's on the info  16 center?  17 A. Well, I think it's -- it's  18 human resource, her name is on it,  19 yes.  20 Q. Had you ever spoken to her  21 before?  22 A. Prior to this?  23 Q. Uh-huh (affirmative)</p>
<p style="text-align: right;">Page 86</p> <p>1 Q. Well, at some point in time,  2 you were advised that an investigation  3 was taking place and asked to write a  4 statement, weren't you?  5 A. I contacted human  6 resource.  7 Q. Who did you contact?  8 A. Leslie Liebman.  9 Q. When did you contact  10 Leslie?  11 A. I think it was that day, a  12 couple days later.  13 Q. How did you contact her?  14 A. Via e-mail.  15 Q. What'd she say?  16 A. I e-mailed her and she  17 e-mailed me back.  18 Q. Okay. What was the e-mail  19 correspondence about?  20 A. Basically, I was telling her  21 about the incident. I was told to get  22 in touch with her and I told her about  23 the incident in the elevator. Then she</p>	<p style="text-align: right;">Page 88</p> <p>1 response).  2 A. No.  3 Q. And you said that she asked  4 you to write a statement?  5 A. Yes.  6  7 (Defendants' Exhibit No. 6 was  8 marked for identification.)  9  10 Q. You've been handed Exhibit  11 No. 6. Do you recognize this  12 document?  13 A. Yes.  14 Q. Is this the statement you  15 wrote?  16 A. Yes.  17 Q. So you actually sat down and  18 typed this statement?  19 A. Yes.  20 Q. Did you do that at work or  21 at home?  22 A. At work.  23 Q. Okay. And it's dated</p>

22 (Pages 85 to 88)

# FREEDOM COURT REPORTING

<p style="text-align: right;">Page 89</p> <p>1 February 23, 2005?</p> <p>2 A. Correct.</p> <p>3 Q. Is that the date you wrote</p> <p>4 it?</p> <p>5 A. That's the date I typed</p> <p>6 it.</p> <p>7 Q. And that was at the request</p> <p>8 of Leslie Liebman?</p> <p>9 A. Yes, 'cause I spoken with</p> <p>10 her via e-mail prior to that.</p> <p>11 Q. This was a little over a</p> <p>12 week after the incident had occurred?</p> <p>13 A. I -- I -- this is the</p> <p>14 statement she e-mailed me back to write</p> <p>15 to her. We had a conversation prior to</p> <p>16 that before she had this statement.</p> <p>17 Q. Okay. So you had a</p> <p>18 conversation with her?</p> <p>19 A. Right.</p> <p>20 Q. Over e-mail or telephone?</p> <p>21 A. E-mail.</p> <p>22 Q. Okay. And she said please</p> <p>23 give me a statement?</p>	<p style="text-align: right;">Page 91</p> <p>1 in your mind?</p> <p>2 A. Yes.</p> <p>3 Q. You tried to be truthful?</p> <p>4 A. I tried to put as much</p> <p>5 detail like as I can remember.</p> <p>6 Q. So everything you could</p> <p>7 remember you put in this statement?</p> <p>8 A. Yes.</p> <p>9 Q. Do you know if Ms. Liebman</p> <p>10 talked to anybody else?</p> <p>11 A. No.</p> <p>12 Q. You don't know if she talked</p> <p>13 to anybody else in your office?</p> <p>14 A. No.</p> <p>15 Q. Or if she spoke with</p> <p>16 Mr. Williams?</p> <p>17 A. No.</p> <p>18 Q. Did you e-mail this to</p> <p>19 her?</p> <p>20 A. Yes.</p> <p>21 Q. In this statement, you said</p> <p>22 that you've gone to the doctor and she</p> <p>23 gave you something to help you sleep.</p>
<p style="text-align: right;">Page 90</p> <p>1 A. Well, this day she e-mailed</p> <p>2 me and told me to type this statement up</p> <p>3 exactly what happened.</p> <p>4 Q. Okay. So on February 23rd</p> <p>5 she says please --</p> <p>6 A. Yes.</p> <p>7 Q. -- write me a statement?</p> <p>8 A. Yes.</p> <p>9 Q. Okay. She didn't actually</p> <p>10 write this statement, did she?</p> <p>11 A. No. I wrote this statement.</p> <p>12 She requested that day for this</p> <p>13 statement.</p> <p>14 Q. Did she do that over the</p> <p>15 phone or via e-mail?</p> <p>16 A. Via e-mail.</p> <p>17 Q. And this was a little over a</p> <p>18 week after the incident?</p> <p>19 A. Yes, that she requested</p> <p>20 this, yes.</p> <p>21 Q. Okay. And you wrote it?</p> <p>22 A. Yes.</p> <p>23 Q. Was the events still fresh</p>	<p style="text-align: right;">Page 92</p> <p>1 Who was that?</p> <p>2 A. Rachel McKinney.</p> <p>3 Q. Where does she work?</p> <p>4 A. The Jackson building.</p> <p>5 Q. Is she with a practice, is</p> <p>6 she a doctor?</p> <p>7 A. PCP, primary.</p> <p>8 Q. When did you see her?</p> <p>9 A. I saw her on the 12th or</p> <p>10 13th.</p> <p>11 Q. What she give you?</p> <p>12 A. She gave me some ibuprofen</p> <p>13 and some Ambiens.</p> <p>14 Q. Did she actually give you a</p> <p>15 prescription or just --</p> <p>16 A. She gave me a</p> <p>17 prescription.</p> <p>18 Q. What was the ibuprofen for?</p> <p>19 A. Pain.</p> <p>20 Q. Pain how?</p> <p>21 A. When I pushed him off of</p> <p>22 me.</p> <p>23 Q. After you gave her this</p>

23 (Pages 89 to 92)

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Page 93	Page 95
<p>1 statement, did you speak with Ms.  2 Liebman again either by phone, in  3 person, or --  4 A. Yes.  5 Q. -- by e-mail?  6 A. Yes.  7 Q. When?  8 A. After this statement here?  9 Q. Yes.  10 A. Okay. It was March, couple  11 times -- several times in March. I  12 think another time in like June. It may  13 have been in May, May or June.  14 Q. So you spoke with Leslie  15 Liebman several times in March?  16 A. Yes. Via e-mail and phone  17 conversation.  18 Q. What was your conversations  19 with Ms. Liebman at those times?  20 A. She called me, stated she  21 need to speak with me. Asked me what a  22 good time would it be for her to call  23 me, she called me back. And she asked</p>	<p>1 the time. And she said, well, that's  2 good. And she said EDS pays for certain  3 number of visits and she said, well,  4 that just something you have to deal  5 with. I said excuse me. And she said  6 you just have to deal with the  7 situation. You got things in place, so  8 just deal with it. And I was just so  9 shaken up that actually the person that  10 walked into the conference room with me  11 just had to really -- I was shaking.  12 She had to walk me out. It's like try  13 to calm me down. She said wait a  14 minute, calm down, just calm down. And  15 I just started shaking. And she walked  16 me back to my area. And at that time,  17 she -- she told Tara I was really upset  18 and I probably need to go home and I  19 left. Tara walked me to the elevator  20 and walked me out from there.  21 Q. Ashley who?  22 A. Sorry?  23 Q. What's Ashley's last name?</p>
Page 94	Page 96
<p>1 me was I on a secure line. I stated to  2 her no. And she told me to go to a room  3 that is secure and gave me a number to  4 call her back. I called her back.  5 Someone walked into the conference room  6 with me because I was afraid to walk  7 around the office by myself and called  8 Leslie back.  9 Q. And what was the  10 conversation?  11 A. Oh, I'm sorry. The  12 conversation was about she asked me what  13 had happened. And she said she -- at  14 that time, she stated to me that she'd  15 spoken with Jeff and he stated that he  16 gave me a hug. And I stated to her he  17 didn't just give me a hug. He -- he  18 actually grabbed me and assaulted me.  19 She said, well, he stated that he just  20 gave you a hug. Since there was nobody  21 else in the elevator, she told me that  22 there's things set up -- well, I stated  23 to her that I'm seeing a therapist at</p>	<p>1 A. Actually. I said  2 actually.  3 Q. No. The person who was in  4 the conference room?  5 A. Brenda Cheatham.  6 Q. Oh, sorry. Did she hear the  7 phone conversation?  8 A. Yes.  9 Q. Was it on speakerphone?  10 A. Yes.  11 Q. And at that time, Ms.  12 Liebman had said that she had spoken  13 with Jeff?  14 A. Yes.  15 Q. Who had denied your  16 allegations and said he just gave you a  17 hug?  18 A. Yes.  19 Q. And said that there weren't  20 any witnesses; correct?  21 A. Correct.  22 Q. And you'd agree there wasn't  23 any witnesses; correct?</p>

24 (Pages 93 to 96)

## FREEDOM COURT REPORTING

<p style="text-align: right;">Page 97</p> <p>1 A. Yes.</p> <p>2 Q. It was just you on the</p> <p>3 elevator with Mr. Williams?</p> <p>4 A. Right.</p> <p>5 Q. No one saw what happened?</p> <p>6 A. Right.</p> <p>7 Q. Okay. And so you told her</p> <p>8 you were seeing a therapist and she said</p> <p>9 that was good?</p> <p>10 A. Yes.</p> <p>11 Q. And that EDS would pay for a</p> <p>12 certain number of visits?</p> <p>13 A. She said EDS has things in</p> <p>14 place for that.</p> <p>15 Q. Okay.</p> <p>16 A. Basically.</p> <p>17 Q. Did you discuss with her</p> <p>18 about what those things were?</p> <p>19 A. No.</p> <p>20 Q. Okay. Did you ever look</p> <p>21 into what those things were?</p> <p>22 A. Yes.</p> <p>23 Q. And what types of things</p>	<p style="text-align: right;">Page 99</p> <p>1 billing went. I'm -- I'm not too clear</p> <p>2 on that one.</p> <p>3 Q. Okay.</p> <p>4 A. But I know I paid most of</p> <p>5 the bill.</p> <p>6 Q. Right. So there's medical</p> <p>7 insurance and then for some of the</p> <p>8 visits EDS would have paid you back for</p> <p>9 the copay?</p> <p>10 A. No, they didn't pay me back</p> <p>11 for the copay. They was --</p> <p>12 Q. Then what did they pay</p> <p>13 for?</p> <p>14 A. I'm -- I'm not sure what</p> <p>15 they paid for, but they paid for I think</p> <p>16 six visits, copays.</p> <p>17 Q. Who were those visits to?</p> <p>18 A. Vonceil Smith.</p> <p>19 Q. Who is that?</p> <p>20 A. A psychiatrist.</p> <p>21 Q. How'd you find Dr. Smith?</p> <p>22 A. From a book.</p> <p>23 Q. Had you ever been to Dr.</p>
<p style="text-align: right;">Page 98</p> <p>1 does EDS have in place?</p> <p>2 A. They -- I think they pay for</p> <p>3 like six visits and you pay for the</p> <p>4 rest.</p> <p>5 Q. And did you have EDS pay for</p> <p>6 the first six visits?</p> <p>7 A. I think I paid for the</p> <p>8 initial first two, and then she was</p> <p>9 like, no, just go ahead and let them do</p> <p>10 it. Tara was like, you know, she was</p> <p>11 looking into the paperwork for me to do</p> <p>12 it.</p> <p>13 Q. Okay. And did that</p> <p>14 happen?</p> <p>15 A. Yes.</p> <p>16 Q. So EDS paid for a certain</p> <p>17 number of visits?</p> <p>18 A. Yes. My insurance paid for</p> <p>19 it and they paid for the copay.</p> <p>20 Q. Okay. So your medical</p> <p>21 insurance paid for the visits and</p> <p>22 then --</p> <p>23 A. I'm not really sure how the</p>	<p style="text-align: right;">Page 100</p> <p>1 Smith before?</p> <p>2 A. No.</p> <p>3 Q. Nobody recommended Dr.</p> <p>4 Smith?</p> <p>5 A. No.</p> <p>6 Q. How long did you see Dr.</p> <p>7 Smith?</p> <p>8 A. From March until like</p> <p>9 November '05.</p> <p>10 Q. How often did you see Dr.</p> <p>11 Smith?</p> <p>12 A. Initially once a week, then</p> <p>13 she went to twice a month, then back to</p> <p>14 once every week.</p> <p>15 Q. And you stopped seeing her</p> <p>16 in November of '05?</p> <p>17 A. Yes.</p> <p>18 Q. Why?</p> <p>19 A. Couldn't afford it</p> <p>20 anymore.</p> <p>21 Q. Insurance stopped paying for</p> <p>22 it?</p> <p>23 A. Oh, insurance been -- been</p>

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## FREEDOM COURT REPORTING

<p style="text-align: right;">Page 101</p> <p>1 stop paying for it.</p> <p>2 Q. Do you know what, if</p> <p>3 anything, happened to Mr. Williams if he</p> <p>4 was disciplined in any way, counseled in</p> <p>5 any way?</p> <p>6 A. I don't know. I got --</p> <p>7 didn't get a -- I just had no dealings</p> <p>8 with what was going on with him. I was</p> <p>9 trying to deal with me.</p> <p>10 Q. After February of 2005, did</p> <p>11 Mr. Williams ever touch you again?</p> <p>12 A. No.</p> <p>13 Q. So he's never tried to</p> <p>14 attack you, touch you, hug you, anything</p> <p>15 since February of 2005?</p> <p>16 A. Intimidate.</p> <p>17 Q. I'm not asking about</p> <p>18 intimidate. I'm asking has he ever</p> <p>19 touched you?</p> <p>20 A. No.</p> <p>21 Q. Okay. Has he ever spoken to</p> <p>22 you?</p> <p>23 A. No.</p>	<p style="text-align: right;">Page 103</p> <p>1 A. I was sitting at my desk,</p> <p>2 and where I sit, I sit like right in</p> <p>3 front of the door when people walk in</p> <p>4 and out. And every time somebody walk</p> <p>5 pass, we have a habit, we all would look</p> <p>6 and see who's passing by. And everybody</p> <p>7 was gone to lunch and I was the only one</p> <p>8 sitting back there. And like I said,</p> <p>9 didn't know who it was but if somebody</p> <p>10 walked pass me immediately just look up.</p> <p>11 And when I looked up, he looked at me</p> <p>12 and he rolled his eyes at me and I just</p> <p>13 slumped back down in my chair.</p> <p>14 Q. He works for EDS still?</p> <p>15 A. Yes.</p> <p>16 Q. And he works on the same</p> <p>17 floor as you?</p> <p>18 A. Yes.</p> <p>19 Q. So periodically you're going</p> <p>20 to have to see him; correct?</p> <p>21 A. Well, not -- well, I didn't</p> <p>22 have to see him 'cause there's two</p> <p>23 sides.</p>
<p style="text-align: right;">Page 102</p> <p>1 Q. So he hasn't spoken to you</p> <p>2 or touched you but he's intimidated</p> <p>3 you?</p> <p>4 A. Yes.</p> <p>5 Q. How?</p> <p>6 A. He was walking back and</p> <p>7 forth through my area like 20, 25 times</p> <p>8 a day. He'll stop at the water fountain</p> <p>9 right in front of my desk and stare at</p> <p>10 me. He'll stop -- and at the time,</p> <p>11 Annie Kent was sitting right in my area.</p> <p>12 He'd stand there and look back at me and</p> <p>13 stare at me and just roll his eyes at</p> <p>14 me.</p> <p>15 Q. Anybody else see this?</p> <p>16 A. When I see him, I slump</p> <p>17 down. Tara saw a lot of it.</p> <p>18 Q. How often did this occur?</p> <p>19 A. Oh, quite often. Up until</p> <p>20 yesterday, actually.</p> <p>21 Q. Yesterday it occurred?</p> <p>22 A. Yes.</p> <p>23 Q. What happened yesterday?</p>	<p style="text-align: right;">Page 104</p> <p>1 Q. Okay. But it -- your --</p> <p>2 from what I understand, you've got</p> <p>3 cubicles. And if he walks pass and you</p> <p>4 pop up, you're going to see him?</p> <p>5 A. He was --</p> <p>6 Q. I'm not asking about</p> <p>7 yesterday. I'm just asking in general.</p> <p>8 A. I'm saying in general I</p> <p>9 don't have to see him because like I</p> <p>10 stated to Jarvis at the time, there's a</p> <p>11 restroom on the other side of the</p> <p>12 building.</p> <p>13 Q. Okay.</p> <p>14 A. A men's restroom. There's</p> <p>15 an entrance to the breakroom on the</p> <p>16 other side that he can go but he comes</p> <p>17 by that area.</p> <p>18 Q. Is it shorter to go by your</p> <p>19 office?</p> <p>20 A. It's the same amount of</p> <p>21 distance.</p> <p>22 Q. Okay. You say he goes by</p> <p>23 and stands by Annie Kent's desk?</p>

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<p style="text-align: right;">Page 105</p> <p>1 A. At the time. Annie Kent's  2 no longer on the team.  3 Q. So when did that happen?  4 A. That -- well, I don't -- I  5 can't recall. He's -- right by Leslie.  6 He just stand in front of Annie Kent's a  7 lot after the incident for a while  8 afterward. I don't -- can't say how  9 long. But I know all the time I see him  10 slump down and stand there. And I  11 reported that incident.  12 Q. Was he friends with Annie  13 Kent?  14 A. Well, I don't how -- what  15 their relationship is.  16 Q. Did he ever talk to Annie  17 Kent before February 2005?  18 A. Yes.  19 Q. Go stand at her desk before  20 February of 2005?  21 A. Not that often.  22 Q. How often did he after  23 February of 2005 did he go --</p>	<p style="text-align: right;">Page 107</p> <p>1 Q. Anyone else would have seen  2 him do this?  3 A. Twana, Brenda, Ava Collier,  4 she used to sit across from Annie so.  5 Q. And you said you -- you  6 reported this when?  7 A. Each time reported to  8 Tara.  9 Q. Did you ever speak with  10 Leslie about it, report it to human  11 resources?  12 A. Yes.  13 Q. When?  14 A. An e-mail around the -- I  15 don't recall the date, but I -- I know  16 I -- I sent it to her in e-mail.  17 Q. And did Ms. Liebman talk to  18 you about it?  19 A. No.  20 Q. Did she try to talk to you  21 about it?  22 A. No.  23 Q. So no one from EDS tried to</p>
<p style="text-align: right;">Page 106</p> <p>1 A. I'll --  2 Q. -- stand at Annie's desk?  3 A. I'll tell you he'll stand  4 anywhere between 10, 15 minutes at a  5 time.  6 Q. But how often every day --  7 A. -- there, two or three  8 minutes, speak to her and keep going.  9 Q. How often would he do this  10 though?  11 A. After or before?  12 Q. Let's go before.  13 A. Before, probably once a  14 day.  15 Q. And after?  16 A. About four, five times a  17 day.  18 Q. So Ms. Kent could testify  19 that --  20 A. Yes.  21 Q. -- he would have stood at  22 her desk more after February of 2005?  23 A. Yes.</p>	<p style="text-align: right;">Page 108</p> <p>1 talk to you about it?  2 A. About him coming in the  3 area, no.  4 Q. Did they try to talk to you  5 about any of the allegations you made  6 that he was intimidating you?  7 A. Leslie made the statement  8 that if he comes to me or something let  9 her -- oh, no, no. She didn't say him.  10 She said if anybody else bothers me, let  11 her know. It wasn't that incident.  12 Q. When did she tell you  13 that?  14 A. I don't recall, but it's in  15 e-mail.  16 Q. Was it after the February  17 incident?  18 A. Yes.  19 Q. Before you reported him  20 intimidating you to her?  21 A. I don't recall.  22  23 (Defendants' Exhibit No. 7 was</p>

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<p style="text-align: right;">Page 109</p> <p>1 marked for identification.)</p> <p>2</p> <p>3 Q. Hand you what's been marked</p> <p>4 as Exhibit No. 7.</p> <p>5 A. Uh-huh (affirmative</p> <p>6 response).</p> <p>7 Q. Do you recognize that?</p> <p>8 A. Yes.</p> <p>9 Q. What is it?</p> <p>10 A. Confidentiality agreement.</p> <p>11 Q. Well, if you start at the</p> <p>12 third page, it looks like it's an e-mail</p> <p>13 strain between you and Ms. Liebman.</p> <p>14 A. I'm sorry?</p> <p>15 Q. It looks like an e-mail --</p> <p>16 A. Oh.</p> <p>17 Q. -- train between you and Ms.</p> <p>18 Liebman; is that correct?</p> <p>19 A. Correct.</p> <p>20 Q. And the first e-mail is from</p> <p>21 you to Ms. Liebman on June 13, 2005?</p> <p>22 A. Uh-huh (affirmative</p> <p>23 response).</p>	<p style="text-align: right;">Page 111</p> <p>1 and paranoid and that's the reason why</p> <p>2 the investigation was handled in this</p> <p>3 manner, no action still?</p> <p>4 A. I'm sorry. Where are you</p> <p>5 at? Okay.</p> <p>6 Q. I'm on --</p> <p>7 A. I see it.</p> <p>8 Q. -- June 13th e-mail from</p> <p>9 you.</p> <p>10 A. Correct.</p> <p>11 Q. What did you mean by that?</p> <p>12 A. I was informed by the reason</p> <p>13 was stated I was informed by another</p> <p>14 employee that people -- that they wasn't</p> <p>15 taking me serious.</p> <p>16 Q. Who told you that?</p> <p>17 A. Debra Adkins.</p> <p>18 Q. How did she know this?</p> <p>19 A. She work closely with</p> <p>20 management.</p> <p>21 Q. Was she in management?</p> <p>22 A. I think she is. I don't</p> <p>23 know her official title but she worked</p>
<p style="text-align: right;">Page 110</p> <p>1 Q. Is this when you reported to</p> <p>2 her the intimidation you believe</p> <p>3 Mr. Williams was doing?</p> <p>4 A. Uh-huh (affirmative</p> <p>5 response).</p> <p>6 Q. Is that a yes?</p> <p>7 A. Yes. I'm sorry.</p> <p>8 Q. This is when you reported it</p> <p>9 to Ms. Liebman?</p> <p>10 A. Yes.</p> <p>11 Q. Okay. In addition you ask</p> <p>12 for a copy of the investigation that</p> <p>13 she'd given you the details but never</p> <p>14 formally in writing; correct?</p> <p>15 A. Correct.</p> <p>16 Q. Okay. So she had told you</p> <p>17 what the results of the investigation</p> <p>18 was verbally, just hadn't put it down in</p> <p>19 writing for you; correct?</p> <p>20 A. Yes. Yes.</p> <p>21 Q. Okay. Now, in this e-mail</p> <p>22 you say, I was informed that the reason</p> <p>23 was stated to you was that I was crazy</p>	<p style="text-align: right;">Page 112</p> <p>1 very closely with management.</p> <p>2 Q. Did she say who thought you</p> <p>3 were crazy and paranoid?</p> <p>4 A. No. We was on break one day</p> <p>5 and she just made the statement, talked</p> <p>6 about who was -- I don't know what the</p> <p>7 conversation led up to it. But she</p> <p>8 said, oh, that's not going anywhere</p> <p>9 'cause, you know, they think you crazy</p> <p>10 and paranoid.</p> <p>11 Q. Okay. Did she say who</p> <p>12 thought you were --</p> <p>13 A. No.</p> <p>14 Q. -- crazy and paranoid?</p> <p>15 A. No.</p> <p>16 Q. So you have no idea what she</p> <p>17 was talking about --</p> <p>18 A. No.</p> <p>19 Q. -- or who she was talking</p> <p>20 about?</p> <p>21 A. I just -- I just make the</p> <p>22 assumption it was Jarvis because Jarvis</p> <p>23 was the only one who knew about this</p>

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<p style="text-align: right;">Page 113</p> <p>1 that I know about this -- that knew 2 about this besides Leslie. 3 Q. But that's your 4 assumption? 5 A. Yes. 6 Q. Debra didn't say Jarvis 7 thinks you're crazy? 8 A. No. 9 Q. Now, you say no action taken 10 still. What do you mean by that? 11 A. Because I haven't heard from 12 Leslie about this incident. 13 Q. About what incident? 14 A. About the elevator or the 15 investigation. 16 Q. But in the previous 17 sentence, you state you've given me, and 18 you and I just talked about, she gave 19 you the results just not in writing? 20 A. She didn't -- she didn't 21 give me the results from the 22 investigation. This was -- she was 23 telling me it was still ongoing</p>	<p style="text-align: right;">Page 115</p> <p>1 Q. Do you know if it was the 2 end of the investigation? 3 A. No, it wasn't 'cause she 4 called me February this year. 5 Q. February of this year? 6 A. Yes. 7 Q. What did she want February 8 of this year? 9 A. She basically told me the 10 investigation was closed, that I had no 11 merits on my allegation. 12 Q. Which investigation was she 13 talking about? 14 A. The elevator incident. 15 Q. She wasn't talking about the 16 intimidation incident? 17 A. No. 18 Q. Do you know if she 19 investigated the intimidation 20 allegations you made? 21 A. I don't know. 22 Q. Did you ever speak with Ms. 23 Liebman about those allegations --</p>
<p style="text-align: right;">Page 114</p> <p>1 investigation. I was asking her for 2 a -- basically up-to-date on the 3 investigation. 4 Q. Okay. Well, it says that -- 5 A. That -- okay. 6 Q. -- can you give me the 7 details again. You never formally gave 8 them to me in writing. What details had 9 she given you previously if not the 10 results? 11 A. The -- the ones over the 12 conference -- on the conversation over 13 the phone when she said he just gave you 14 a hug. 15 Q. Oh -- 16 A. I just assumed -- 17 Q. -- and there were no 18 witnesses? 19 A. I just assumed, I just 20 assumed that was the end of the 21 investigation. 22 Q. Okay. 23 A. At that time.</p>	<p style="text-align: right;">Page 116</p> <p>1 A. No. 2 Q. -- the intimidation 3 allegation? 4 A. No. 5 Q. This e-mail, the June 13th 6 one to Ms. Liebman also says that he -- 7 I assume you meant to say he is close 8 with a manager here? 9 A. Right. 10 Q. And I recently found out 11 that's the reason it was stated to you 12 to discredit me. What manager -- I 13 assume you're talking about 14 Mr. Williams? 15 A. Yes. 16 Q. What manager is he close 17 to? 18 A. Jarvis. 19 Q. Who told you he was close 20 with him or her, pardon me? 21 A. I don't recall who it was 22 exactly at the time he told me was. But 23 they stated they're -- go to church,</p>

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<p style="text-align: right;">Page 117</p> <p>1 bible study, and they're always praying 2 together. And I just went off of that, 3 I guess. 4 Q. And you have no idea who 5 told you this? 6 A. I can't recall was it Lula, 7 girl name Lula who told me or it's a 8 girl named Felicia at the time. 9 Q. And who are they? 10 A. They're actually CSR. 11 Q. Customer service reps? 12 A. Yes. I'm sorry. 13 Q. You never personally saw 14 Jarvis and -- Jarvis Robinson and 15 Mr. Williams interacting at church or 16 bible study? 17 A. No. 18 Q. So all you know is what -- 19 A. Hearsay. 20 Q. -- somebody told you? It's 21 hearsay. 22 A. Correct. 23 Q. And so another customer</p>	<p style="text-align: right;">Page 119</p> <p>1 a June 15, 2005 from Ms. Liebman to you 2 basically saying she tried to call you; 3 correct? 4 A. Okay. Yes. 5 Q. Is that true? 6 A. Yes. 7 Q. Okay. And then said that 8 she was going to be leaving and wouldn't 9 be back until the following Monday? 10 A. Correct. 11 Q. And said she'd call you on 12 Monday? 13 A. Uh-huh (affirmative 14 response). Correct. 15 Q. Then it looks like you sent 16 her an e-mail on June 21st? 17 A. Correct. 18 Q. Asking when she's going to 19 get back to you? 20 A. Correct. 21 Q. And you received an e-mail 22 back from her June 27th; correct? 23 A. Correct.</p>
<p style="text-align: right;">Page 118</p> <p>1 service rep said he's close to Jarvis 2 and that's why they didn't take you 3 seriously? 4 A. Correct. 5 Q. And that was either Lula or 6 Felicia? 7 A. Right. 8 Q. Anybody else tell you 9 that? 10 A. No. 11 Q. Now, when you send this to 12 Ms. Liebman, the next e-mail in this 13 chain is the same day from her saying 14 that she'll call you tomorrow? 15 A. Uh-huh (affirmative 16 response). 17 Q. Which would have been a 18 Tuesday; correct? 19 A. Correct. 20 Q. And you respond and tell her 21 when you're at work? 22 A. Correct. 23 Q. And then the next e-mail is</p>	<p style="text-align: right;">Page 120</p> <p>1 Q. Basically, saying she's been 2 out of the office for looks like over a 3 week sick; correct? 4 A. Correct. 5 Q. And then trying to find out 6 a time when she can speak with you? 7 A. Correct. 8 Q. And you say that will be 9 fine? 10 A. Correct. 11 Q. Now, the next thing is 12 this -- there appears to be a 13 confidentiality agreement forwarded to 14 you? 15 A. Correct. 16 Q. And did you ever sign 17 that? 18 A. No. 19 Q. Why not? 20 A. 'Cause I was advised by my 21 attorney not to. 22 Q. Okay. And did Ms. Liebman 23 tell you why she wanted you to sign a</p>

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<p>1 confidentiality agreement?</p> <p>2 A. I don't think I spoke with</p> <p>3 her. My attorney contacted her.</p> <p>4 Q. Okay. So you were already</p> <p>5 represented by counsel by this time?</p> <p>6 A. At that time, correct.</p> <p>7 Q. Okay. And did you ever</p> <p>8 speak with Ms. Liebman regarding the</p> <p>9 allegations of intimidation after</p> <p>10 this?</p> <p>11 A. I don't recall, no.</p> <p>12 Q. Do you know if she tried to</p> <p>13 get in contact with you?</p> <p>14 A. About -- no, I don't know.</p> <p>15 Q. Did you refuse to speak with</p> <p>16 her?</p> <p>17 A. No. We actually had a</p> <p>18 conversation in Jarvis' office I think</p> <p>19 after this incident.</p> <p>20 Q. Okay. Tell me about that.</p> <p>21 A. Told you previously that she</p> <p>22 made the statement about me faking and</p> <p>23 wanting some money to pay off some</p>	<p>1 Q. When did that happen?</p> <p>2 A. Might have been a month and</p> <p>3 a half, two months ago.</p> <p>4 Q. Who's Jamal?</p> <p>5 A. He's our tech guy, tech</p> <p>6 support, tech support.</p> <p>7 Q. What happened with him?</p> <p>8 A. I called into the tech desk</p> <p>9 because I couldn't log into, I don't</p> <p>10 know, one of my databases. And he</p> <p>11 was -- to the e-mail server and he made</p> <p>12 the statement -- made a statement</p> <p>13 towards me like are you sure -- he was</p> <p>14 basically saying are you sure you</p> <p>15 rebooted or basically talked to me like</p> <p>16 I was a child. Said, well, Jamal, I</p> <p>17 know about computers a little bit. I'm</p> <p>18 just wondering is the server down. I</p> <p>19 don't know the conversation. And he</p> <p>20 said -- I said I'm not a child. I said,</p> <p>21 you know, you don't have to talk to me</p> <p>22 in that manner. And he said, I just --</p> <p>23 I just want to make sure.</p>
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<p>1 bills. And at that time, I told her,</p> <p>2 you know, contact my attorney. I don't</p> <p>3 want to have any more conversations</p> <p>4 without my attorney present.</p> <p>5 Q. So after that you refused to</p> <p>6 speak to her without an attorney</p> <p>7 present?</p> <p>8 A. Correct.</p> <p>9 Q. Do you recall when that</p> <p>10 happened?</p> <p>11 A. I want to say November '05.</p> <p>12 I -- I'm not sure. I'm not really sure</p> <p>13 on that date.</p> <p>14 Q. Have you reported any other</p> <p>15 harassment since this intimidation issue</p> <p>16 arose?</p> <p>17 A. With Mr. Williams?</p> <p>18 Q. Yes?</p> <p>19 A. No.</p> <p>20 Q. About anybody else?</p> <p>21 A. Yes.</p> <p>22 Q. Whom?</p> <p>23 A. Jamal Spencer.</p>	<p>1 Then he came over to my desk</p> <p>2 and he said -- asked me did I get onto</p> <p>3 the server. I said no. I contacted COE</p> <p>4 and they stated that the server's down.</p> <p>5 And he said, well, I didn't mean any --</p> <p>6 to talk to you as if you was a child.</p> <p>7 He said your behind's too big for me to</p> <p>8 confuse you with being a child, on a</p> <p>9 child level. And I was like whoa. And</p> <p>10 he apologized to Mrs. Anthony who sits</p> <p>11 in front me. What -- she didn't hear</p> <p>12 him 'cause she had her music on. And he</p> <p>13 made the statement, he said, you know,</p> <p>14 you know, people get all riled up when</p> <p>15 people make statements like that and go</p> <p>16 report you. At that time, I told my</p> <p>17 manager Scott.</p> <p>18 Q. Scott Arnt?</p> <p>19 A. Right.</p> <p>20 Q. What did Scott do?</p> <p>21 A. He just e-mailed me back and</p> <p>22 said the situation's handled.</p> <p>23 Q. Do you know how?</p>

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<p style="text-align: right;">Page 125</p> <p>1 A. No.</p> <p>2 Q. Has Mr. Spencer said</p> <p>3 anything inappropriate to you since?</p> <p>4 A. No.</p> <p>5 Q. Is that the first time he</p> <p>6 ever said anything to --</p> <p>7 A. Yes.</p> <p>8 Q. -- you inappropriately?</p> <p>9 A. Yes.</p> <p>10 Q. Do you know how the</p> <p>11 situation was handled?</p> <p>12 A. No.</p> <p>13 Q. Has Mr. Spencer tried to</p> <p>14 intimidate you since?</p> <p>15 A. No.</p> <p>16 Q. Do you think that was</p> <p>17 handled properly?</p> <p>18 A. Yes.</p> <p>19 Q. What about the situation</p> <p>20 with Mr. Williams, the February 10th</p> <p>21 elevator incident, do you think that was</p> <p>22 handled properly?</p> <p>23 A. No.</p>	<p style="text-align: right;">Page 127</p> <p>1 trained?</p> <p>2 A. Okay. I'm sorry.</p> <p>3 Q. I understand what you say he</p> <p>4 did to you.</p> <p>5 A. Right.</p> <p>6 Q. How would training any --</p> <p>7 what different training would have</p> <p>8 prevented that?</p> <p>9 A. I think a thorough</p> <p>10 background check into Mr. Williams' past</p> <p>11 prior to EDS hiring him and seeing if</p> <p>12 there ever been a pattern with this</p> <p>13 before. EDS apparently didn't do a</p> <p>14 thorough background check on this for</p> <p>15 the type of training that they need to</p> <p>16 have with each employee.</p> <p>17 Q. Do you know what kind of</p> <p>18 background check EDS did on</p> <p>19 Mr. Williams?</p> <p>20 A. Apparently, just the</p> <p>21 background check they do with every</p> <p>22 individual. No, I don't know what they</p> <p>23 did on Mr. Williams but I --</p>
<p style="text-align: right;">Page 126</p> <p>1 Q. Why not?</p> <p>2 A. 'Cause he violated me. He</p> <p>3 actually put his hands on me. He messed</p> <p>4 with my -- filed that incident, just</p> <p>5 my -- it wasn't handled properly because</p> <p>6 he wasn't properly trained.</p> <p>7 Q. Why do you say that?</p> <p>8 A. Because EDS has these</p> <p>9 policies in place. EDS doesn't follow</p> <p>10 through and ensure that these policies</p> <p>11 are acted upon.</p> <p>12 Q. Do you know what training</p> <p>13 Mr. Williams received?</p> <p>14 A. He received -- everybody</p> <p>15 cross the board has to take these sexual</p> <p>16 harassment courses. And you had to</p> <p>17 certify these courses.</p> <p>18 Q. Okay.</p> <p>19 A. You have to say that you've</p> <p>20 taken these courses.</p> <p>21 Q. Okay.</p> <p>22 A. Each year.</p> <p>23 Q. So how was he not properly</p>	<p style="text-align: right;">Page 128</p> <p>1 Q. What type of background</p> <p>2 check do they perform on other</p> <p>3 employees?</p> <p>4 A. They do fingerprints. They</p> <p>5 do credit report. They do the history</p> <p>6 of any type of allegation or so forth.</p> <p>7 That's what I'm -- I'm familiar with</p> <p>8 what they've done.</p> <p>9 Q. And do you know if they did</p> <p>10 that with Mr. Williams?</p> <p>11 A. No, I don't.</p> <p>12 Q. Okay. Do you know there's</p> <p>13 anything in Mr. Williams' background</p> <p>14 that they would have found had they done</p> <p>15 some new and different or better</p> <p>16 check?</p> <p>17 A. Other than hearsay?</p> <p>18 Q. Oh, what do you know about</p> <p>19 hearsay?</p> <p>20 A. Military. He had military</p> <p>21 allegations against him, hearsay.</p> <p>22 Q. Who did you hear that</p> <p>23 from?</p>

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<p style="text-align: right;">Page 129</p> <p>1 A. Lula Savage.</p> <p>2 Q. What did she say where those</p> <p>3 allegations --</p> <p>4 A. She stated that someone else</p> <p>5 in the military in his reserve unit</p> <p>6 filed some allegation charges against</p> <p>7 him as well.</p> <p>8 Q. What type of charges?</p> <p>9 A. Sexual harassment.</p> <p>10 Q. How did Lulu know this?</p> <p>11 A. Lula.</p> <p>12 Q. Lula. Pardon me.</p> <p>13 A. That's okay. Hearsay.</p> <p>14 Q. So she has no --</p> <p>15 A. I don't know where she heard</p> <p>16 it from.</p> <p>17 Q. She wasn't in the military</p> <p>18 with Mr. Williams?</p> <p>19 A. No. I think someone else</p> <p>20 that she knew probably knew him. Like I</p> <p>21 said, it's hearsay.</p> <p>22 Q. And do you know if the</p> <p>23 background check would have --</p>	<p style="text-align: right;">Page 131</p> <p>1 had?</p> <p>2 A. I don't know.</p> <p>3 Q. Besides the hearsay from</p> <p>4 Lula, any other information from</p> <p>5 Mr. Williams' background that you think</p> <p>6 would have come to light had a new,</p> <p>7 different, better background check?</p> <p>8 A. I don't know.</p> <p>9 Q. So that's the only thing you</p> <p>10 know of in the background that possibly,</p> <p>11 if it's true, EDS could have found out</p> <p>12 about?</p> <p>13 A. Other than hearsay?</p> <p>14 Q. No. I want to know</p> <p>15 everything you know?</p> <p>16 A. Okay. Well, another</p> <p>17 hearsay, this comes from a girl named</p> <p>18 Rita McCray, stated that Mr. Williams</p> <p>19 was actually -- like another lady up</p> <p>20 there, a young lady up there, Angelina</p> <p>21 Edwards and that they somehow dated, may</p> <p>22 or may not dated. And he was at the</p> <p>23 time stalking her at her apartment</p>
<p style="text-align: right;">Page 130</p> <p>1 A. Red flagged it, should</p> <p>2 have.</p> <p>3 Q. Why -- have you performed a</p> <p>4 background check before?</p> <p>5 A. No.</p> <p>6 Q. Personally?</p> <p>7 A. No.</p> <p>8 Q. Do you know what a</p> <p>9 background check entails and what</p> <p>10 information is actually provided?</p> <p>11 A. No.</p> <p>12 Q. Okay. So you have no</p> <p>13 personal knowledge of whether a</p> <p>14 background check of the type you think</p> <p>15 should have occurred would have</p> <p>16 presented this information. Do you</p> <p>17 think -- do you know if the military</p> <p>18 would have provided this information had</p> <p>19 EDS asked?</p> <p>20 A. I don't know.</p> <p>21 Q. And this is assuming it</p> <p>22 occurred. Do you know if it was public</p> <p>23 or private information that the military</p>	<p style="text-align: right;">Page 132</p> <p>1 complex. That's another hearsay.</p> <p>2 Q. And that's from Rita?</p> <p>3 A. Rita McCray.</p> <p>4 Q. Does she work for EDS?</p> <p>5 A. Yes.</p> <p>6 Q. And Angelina Edwards did as</p> <p>7 well?</p> <p>8 A. Yes. She's still employed</p> <p>9 there.</p> <p>10 Q. Have you ever spoken to Ms.</p> <p>11 Edwards?</p> <p>12 A. No. I spoken with her but</p> <p>13 to ask her, but I never did follow</p> <p>14 through with it.</p> <p>15 Q. You did or you didn't --</p> <p>16 A. I did not. I spoke with her</p> <p>17 but I didn't speak with her about</p> <p>18 this -- that.</p> <p>19 Q. And it's your understanding</p> <p>20 from Ms. McCray that they were dating?</p> <p>21 A. No. That she wouldn't go</p> <p>22 out with him. I don't know the</p> <p>23 relationship. Like I say, it's hearsay.</p>

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<p>1 They --</p> <p>2 Q. Okay.</p> <p>3 A. -- may or may not have</p> <p>4 dated. I don't know. But I know that</p> <p>5 the hearsay is that he actually stalked</p> <p>6 her in her apartment.</p> <p>7 Q. Do you know if Ms. Edwards</p> <p>8 or Ms. McCray reported this to EDS?</p> <p>9 A. I don't know.</p> <p>10 Q. Do you have any information</p> <p>11 that EDS had knowledge of this alleged</p> <p>12 incident?</p> <p>13 A. I don't know.</p> <p>14 Q. And a background check</p> <p>15 wouldn't have got that; correct, it</p> <p>16 happened while they were at EDS?</p> <p>17 A. I don't know.</p> <p>18 Q. You don't know?</p> <p>19 A. I don't know.</p> <p>20 Q. Does EDS perform background</p> <p>21 checks on its current employees?</p> <p>22 A. I don't know.</p> <p>23 Q. Okay. Anything else in</p>	<p>1 Q. And previously we had talked</p> <p>2 about that after the incident that you</p> <p>3 felt he was staring at you and walking</p> <p>4 in the area pretty much constantly. Has</p> <p>5 his intimidation for lack of a better</p> <p>6 word leveled off some? I mean, is he</p> <p>7 still in your area 20 times, 25 times a</p> <p>8 day or has it lessened?</p> <p>9 A. It lessened because Annie</p> <p>10 Kent is no longer in that area.</p> <p>11 Q. Okay. So Annie's no</p> <p>12 longer --</p> <p>13 A. In that -- on that team.</p> <p>14 Q. Is she still with EDS?</p> <p>15 A. Yes.</p> <p>16 Q. But she moved?</p> <p>17 A. Yes.</p> <p>18 Q. And so he's not there</p> <p>19 talking to her?</p> <p>20 A. No.</p> <p>21 Q. Does he come talk to anybody</p> <p>22 else on a regular basis in your area?</p> <p>23 A. No. He comes and talks to</p>
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<p>1 Mr. Williams' past or whether you know</p> <p>2 it by hearsay or personally that EDS --</p> <p>3 you think EDS should have been aware of</p> <p>4 or could have been aware of?</p> <p>5 A. No.</p> <p>6 MS. JACOBS: Can we take a</p> <p>7 short break?</p> <p>8 MR. WALKER: Uh-huh</p> <p>9 (affirmative response).</p> <p>10 MS. VIDEOGRAPHER: Off the</p> <p>11 record. The time is 11:43.</p> <p>12</p> <p>13 (A brief recess was taken.)</p> <p>14</p> <p>15 MS. VIDEOGRAPHER: Back on</p> <p>16 the record. We commence Tape 3. The</p> <p>17 time is 11:53.</p> <p>18 Q. (By Ms. Jacobs) Ms. Jacobs,</p> <p>19 now you had mentioned that Mr. Williams</p> <p>20 had intimidated you as early or as late,</p> <p>21 as early -- as late as yesterday?</p> <p>22 A. Uh-huh (affirmative</p> <p>23 response).</p>	<p>1 Tara periodically.</p> <p>2 Q. What does he talk to Tara</p> <p>3 about?</p> <p>4 A. I don't know.</p> <p>5 Q. Do you know if that's EDS</p> <p>6 related --</p> <p>7 A. I don't --</p> <p>8 Q. -- or personal?</p> <p>9 A. -- I don't know.</p> <p>10 Q. How often does he come talk</p> <p>11 to Tara?</p> <p>12 A. Not as often.</p> <p>13 Q. When did Annie move?</p> <p>14 A. I don't recall.</p> <p>15 Q. Had -- last month or has it</p> <p>16 been longer?</p> <p>17 A. It might have been two,</p> <p>18 three months.</p> <p>19 Q. Ago?</p> <p>20 A. Yes.</p> <p>21 Q. So sometime this year?</p> <p>22 A. Yes.</p> <p>23 Q. But you'll still see him</p>

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<p style="text-align: right;">Page 137</p> <p>1 walk by to go the breakroom or to the 2 restroom? 3 A. Yes. 4 Q. Has he done anything else to 5 try to intimidate you in your opinion 6 besides what we've already talked 7 about? 8 A. Followed me out in the 9 parking lot. 10 Q. How often does that 11 happen? 12 A. Prior to or after? 13 Q. Prior to February '05, did 14 he ever follow you out in the parking 15 lot? 16 A. No. 17 Q. So he never happened to 18 leave the parking lot after prior to 19 February of '05? 20 A. I don't know. 21 Q. Would you have noticed if he 22 did -- 23 A. Yes.</p>	<p style="text-align: right;">Page 139</p> <p>1 Q. Okay. Did he ever try to 2 follow you home? 3 A. No. Once I noticed him 4 behind me, I took a different route. 5 Q. And he didn't follow you? 6 A. No. 7 Q. Did he every try to hit your 8 car? 9 A. No. 10 Q. Say anything to you? 11 A. No. 12 Q. He just followed you out of 13 the parking lot? 14 A. Yes. 15 Q. What was intimidating about 16 that? 17 A. An incident when I saw him 18 get on the elevator. We was about to 19 get on the elevator together. I went 20 back and sat down at my desk, waited 21 five, ten minutes, and I just assumed he 22 would be out of the parking lot by then. 23 Got to my car, drive out and he pulls</p>
<p style="text-align: right;">Page 138</p> <p>1 Q. -- prior to February of '05? 2 A. Yes. 3 Q. Why? 4 A. Because I take a look at my 5 surroundings, keep familiarity of my 6 surroundings. 7 Q. Okay. And after February of 8 '05? 9 A. Often. 10 Q. How often? 11 A. Often. Three, four times a 12 week. Depends on what shift he was 13 on. 14 Q. Are y'all on the same 15 shift? 16 A. Well, I'm on a straight 17 shift. He wasn't at the time. 18 Q. So he would follow you out 19 of the parking lot only if he was 20 working the same shift as you? 21 A. Yes. That's -- that's the 22 only time I notice because I'm never 23 there that late.</p>	<p style="text-align: right;">Page 140</p> <p>1 out behind me and he has a smirk on his 2 face when I looked in my rearview mirror 3 so I turned off. 4 Q. So you just assumed because 5 you had waited a few minutes he would be 6 out of the parking lot? 7 A. That one incident, yes. 8 Q. That one incident. Do you 9 know if he stopped and talked to 10 anybody? 11 A. I don't know. 12 Q. He was on the phone? 13 A. I don't know. 14 Q. Okay. And so you start to 15 leave the parking lot and he pulls in 16 behind you and you say he had a smirk on 17 his face? 18 A. He pulls out behind me not 19 in. 20 Q. Right. 21 A. Yeah. 22 Q. Okay. Maybe I'm 23 misunderstanding this. You pull out and</p>

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## FREEDOM COURT REPORTING

<p style="text-align: right;">Page 141</p> <p>1 he pulls out behind you?</p> <p>2 A. Yes.</p> <p>3 Q. Okay. What's the parking</p> <p>4 lot like? Maybe I need to know what the</p> <p>5 parking lot is.</p> <p>6 A. It's right up here</p> <p>7 (indicated). You can park under the</p> <p>8 building.</p> <p>9 Q. Okay.</p> <p>10 A. And you can park in an open</p> <p>11 parking lot.</p> <p>12 Q. Where were you parked?</p> <p>13 A. Under the building.</p> <p>14 Q. Where was he parked?</p> <p>15 A. He was parked under the</p> <p>16 building.</p> <p>17 Q. Near you?</p> <p>18 A. It had to have been near me</p> <p>19 because he pulled out behind me.</p> <p>20 Q. Okay.</p> <p>21 A. And --</p> <p>22 Q. And you just assumed he was</p> <p>23 waiting for you?</p>	<p style="text-align: right;">Page 143</p> <p>1 Q. And he's never touched</p> <p>2 you?</p> <p>3 A. No.</p> <p>4 Q. Has he ever called you at</p> <p>5 home?</p> <p>6 A. No.</p> <p>7 MS. JACOBS: Can we go off</p> <p>8 the record for just a second?</p> <p>9 MR. WALKER: Sure.</p> <p>10 MS. VIDEOGRAPHER: Off the</p> <p>11 record. The time is 11:58.</p> <p>12</p> <p>13 (A discussion was held off the</p> <p>14 record.)</p> <p>15</p> <p>16 MS. VIDEOGRAPHER: Back on</p> <p>17 the record. The time is 11:58.</p> <p>18 Q. (By Ms. Jacobs) Now, since</p> <p>19 February of 2005, you haven't been</p> <p>20 demoted, have you?</p> <p>21 A. No.</p> <p>22 Q. You still work at EDS;</p> <p>23 correct?</p>
<p style="text-align: right;">Page 142</p> <p>1 A. On that incident. Another</p> <p>2 incident was intimidation. I just</p> <p>3 coming back from a break and somebody</p> <p>4 was sitting in a truck and start blowing</p> <p>5 and blew at me and -- and just waved.</p> <p>6 And I looked and it was tinted windows.</p> <p>7 And I looked and I -- I noticed it</p> <p>8 was -- was him. He had -- I guess he</p> <p>9 had just purchased a second vehicle.</p> <p>10 Q. So he honked the horn and</p> <p>11 waved at you and that was</p> <p>12 intimidation?</p> <p>13 A. Yeah.</p> <p>14 MS. VIDEOGRAPHER: Ms.</p> <p>15 Jacobs, can you put your mic on?</p> <p>16 MS. JACOBS: I'm sorry.</p> <p>17 MS. VIDEOGRAPHER: It's</p> <p>18 okay. I had it up. I could hear you</p> <p>19 but -- thank you.</p> <p>20 Q. (By Ms. Jacobs) But you</p> <p>21 said since February of '05 he's never</p> <p>22 tried to speak to you?</p> <p>23 A. No.</p>	<p style="text-align: right;">Page 144</p> <p>1 A. Yes.</p> <p>2 Q. In the same position?</p> <p>3 A. Yes.</p> <p>4 Q. You haven't lost any</p> <p>5 salary?</p> <p>6 A. No.</p> <p>7 Q. Changed your salary --</p> <p>8 A. No.</p> <p>9 Q. -- to where it's less?</p> <p>10 A. No.</p> <p>11 Q. Do you recall when you first</p> <p>12 contacted an attorney about this case?</p> <p>13 A. Do I recall?</p> <p>14 Q. Yeah. How soon after the</p> <p>15 incident did you contact an attorney?</p> <p>16 A. Might have been a month,</p> <p>17 month and a half.</p> <p>18 Q. Why did you contact an</p> <p>19 attorney at that time?</p> <p>20 A. I don't recall the reason</p> <p>21 behind it.</p> <p>22 Q. How did you find your</p> <p>23 attorney?</p>

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# FREEDOM COURT REPORTING

<p style="text-align: right;">Page 145</p> <p>1 A. Just basically knew him, 2 just from being with him. 3 Q. How? 4 A. Just knew him from different 5 scenes, scenery. 6 MR. WALKER: If you don't 7 mind, I can tell you how. The YMCA. 8 Q. Okay. And you filed a 9 charge of discrimination with the EEOC; 10 correct? 11 A. Correct. 12 Q. How soon after the 13 incident? 14 A. June -- March, June. 15 16 (Defendants' Exhibit No. 8 was 17 marked for identification.) 18 19 Q. Hand you what's been marked 20 Exhibit No. 8. Do you recognize that? 21 A. Yes. 22 Q. Is that the charge of 23 discrimination you filed with the</p>	<p style="text-align: right;">Page 147</p> <p>1 A. My attorney. 2 Q. Okay. Did you tell the 3 attorney what to put in there? 4 A. Yes. 5 Q. How? You just talk to him 6 about it? 7 A. Yes. 8 Q. Were you with him when he 9 did it? 10 A. Yes. 11 Q. Now, the details in this are 12 different than the written statement 13 that you provided to EDS, aren't they? 14 A. Yes. 15 Q. Why? 16 A. I didn't -- what you asked 17 me, that some of the stuff was in there 18 detail, I don't -- 19 Q. Okay. Well, for example, in 20 this statement that you gave to the EEOC 21 a month later after the incident, you 22 actually say, He began rubbing my breast 23 and then he began putting his hands in</p>
<p style="text-align: right;">Page 146</p> <p>1 EEOC? 2 A. Yes. 3 Q. And it's dated what? 4 A. March 8. 5 Q. 2005? 6 A. Yes. 7 Q. And is that your signature 8 above the date? 9 A. Yes. 10 Q. So you signed it on March 8, 11 2005? 12 A. Yes. 13 Q. So less than a month after 14 the incident occurred? 15 A. Yes. 16 Q. And did you write what is in 17 the -- the typewritten part that's the 18 particulars are? 19 A. Yes. 20 Q. You actually personally 21 typed that in? 22 A. No. 23 Q. Who typed that in?</p>	<p style="text-align: right;">Page 148</p> <p>1 my pants, do you see that? It's in the 2 first paragraph towards the end. 3 A. I don't have my glasses. 4 I'm sorry. Okay. 5 Q. You see that in this 6 statement, He began rubbing my breast 7 and then he began putting his hand in my 8 pants; correct? 9 A. Correct. 10 Q. That's in Exhibit 8 to the 11 EEOC? 12 A. Supposed to have been the 13 other way around. 14 Q. Pardon me? 15 A. Supposed to been the other 16 way around. He first began -- put his 17 hands down my pants. 18 Q. Uh-huh (affirmative 19 response). 20 A. And pulled it out and was 21 rubbing my stomach and breast. 22 Q. Okay. But that's not -- 23 this statement wasn't in your written</p>

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<p style="text-align: right;">Page 149</p> <p>1 statement to EDS, was it?</p> <p>2 A. This statement was.</p> <p>3 Q. All right. Let's look at</p> <p>4 that exhibit and you can show me where</p> <p>5 it is in that statement. It's Exhibit</p> <p>6 No. 6.</p> <p>7 A. Right here (indicated). He</p> <p>8 proceed to --</p> <p>9 Q. Read it.</p> <p>10 A. He proceeded to take my</p> <p>11 blouse out of my pants and began to rub</p> <p>12 my stomach, my bare stomach. Said he</p> <p>13 wants to warm me up.</p> <p>14 Q. Okay.</p> <p>15 A. Okay. That part --</p> <p>16 Q. That is different, isn't it,</p> <p>17 from he began rubbing my breast?</p> <p>18 A. Yes.</p> <p>19 Q. And then he began putting</p> <p>20 his hand in my pants.</p> <p>21 A. That past part happened</p> <p>22 first. That was the first thing he did,</p> <p>23 he put his hands down my pants.</p>	<p style="text-align: right;">Page 151</p> <p>1 Q. -- but in the statement to</p> <p>2 the EEOC?</p> <p>3 A. I just neglected to put it</p> <p>4 in there.</p> <p>5 Q. You forgot when you wrote</p> <p>6 the written statement to EDS?</p> <p>7 A. No. I was so traumatized</p> <p>8 that when I was typing certain things I</p> <p>9 guess in my mind when you type I meant</p> <p>10 to put it and I'm typing and didn't</p> <p>11 reread it before I sent it.</p> <p>12 Q. Did you ever tell anybody at</p> <p>13 EDS that he had rubbed your breast?</p> <p>14 A. I think I told Twana. I'm</p> <p>15 not -- she's the only one I think was</p> <p>16 told about the incident, what</p> <p>17 happened.</p> <p>18 Q. You didn't tell Leslie or</p> <p>19 Tara specifically that he rubbed your</p> <p>20 breast?</p> <p>21 A. I'm not sure. I think I</p> <p>22 told Tara, but I'm not sure if I told</p> <p>23 Leslie.</p>
<p style="text-align: right;">Page 150</p> <p>1 Q. And that's not anywhere in</p> <p>2 this statement to EDS either, is it?</p> <p>3 A. That he put his hands down</p> <p>4 my pants?</p> <p>5 Q. Yes.</p> <p>6 A. He proceeded to take my</p> <p>7 blouse out my pants.</p> <p>8 Q. Okay. But nowhere does it</p> <p>9 say he put his hands down your pants,</p> <p>10 does it?</p> <p>11 A. Oh, I see what -- I didn't</p> <p>12 put that in that statement.</p> <p>13 Q. Okay. And nowhere in the</p> <p>14 statement to EDS do you say that he</p> <p>15 began rubbing your breast?</p> <p>16 A. No.</p> <p>17 Q. That was not in the</p> <p>18 statement to EDS?</p> <p>19 A. It was not the statement to</p> <p>20 EDS.</p> <p>21 Q. Why was it not in the</p> <p>22 statement to EDS --</p> <p>23 A. I guess I --</p>	<p style="text-align: right;">Page 152</p> <p>1 Q. You think you told Tara?</p> <p>2 A. Yes.</p> <p>3 Q. Okay. You're not sure if</p> <p>4 Leslie, who was investigating it the</p> <p>5 human resources person, whether he</p> <p>6 rubbed your breast or not?</p> <p>7 A. I don't think I -- I didn't</p> <p>8 put it in there, no.</p> <p>9 Q. Besides Twana and Tara, who</p> <p>10 you might have told, anybody else at EDS</p> <p>11 that you would have told that he rubbed</p> <p>12 your breast?</p> <p>13 A. No, I can't recall.</p> <p>14 Q. Now, I -- I just want to</p> <p>15 make sure I understand every incident of</p> <p>16 sexual harassment that you think</p> <p>17 occurred. We have talked about the</p> <p>18 elevator incident; correct? And I</p> <p>19 understand that's an incident that you</p> <p>20 believe was sexual harassment.</p> <p>21 A. Okay.</p> <p>22 Q. Were there any other -- and</p> <p>23 we talked about Jamal Spencer.</p>

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<p>1 A. Okay.</p> <p>2 Q. Right?</p> <p>3 A. Yes.</p> <p>4 Q. And that's not in any way</p> <p>5 part of this lawsuit, is it?</p> <p>6 A. No.</p> <p>7 Q. I think you told me you</p> <p>8 thought they handled that appropriately?</p> <p>9 A. Yeah.</p> <p>10 Q. Any other instances of</p> <p>11 sexual harassment?</p> <p>12 A. No.</p> <p>13 Q. We've talked about them</p> <p>14 all?</p> <p>15 A. Yes.</p> <p>16 Q. Okay. By Mr. Williams or</p> <p>17 anybody else at EDS?</p> <p>18 A. Yes.</p> <p>19 Q. As far as you know?</p> <p>20 A. Yes.</p> <p>21 Q. I want to talk to you a</p> <p>22 little bit about why you believe EDS was</p> <p>23 negligent in hiring Mr. Williams. And</p>	<p>1 goes, what information he did that --</p> <p>2 did that. I don't know.</p> <p>3 Q. What about training or</p> <p>4 supervision of Mr. Williams, what do you</p> <p>5 believe -- why do you believe EDS was</p> <p>6 negligent in training or supervising</p> <p>7 Mr. Williams?</p> <p>8 A. Mainly that the training</p> <p>9 that EDS has -- has given to</p> <p>10 Mr. Williams wasn't good enough or</p> <p>11 sufficient enough because the incident</p> <p>12 did happen.</p> <p>13 Q. Is that the only reason why</p> <p>14 you think -- is that what you're basing</p> <p>15 the negligent training on is if they had</p> <p>16 trained him properly that incident</p> <p>17 wouldn't have happened?</p> <p>18 A. I think if they supervised</p> <p>19 him and took the allegation seriously, I</p> <p>20 think the outcome would have been</p> <p>21 different.</p> <p>22 Q. Why do you think they didn't</p> <p>23 take the allegation seriously?</p>
Page 154	Page 156
<p>1 we've talked a little bit about it I</p> <p>2 think but I want to make sure I</p> <p>3 understand exactly why you think they</p> <p>4 were negligent in hiring and training</p> <p>5 him. Is it simply the -- you don't</p> <p>6 believe that they performed an adequate</p> <p>7 background check or is there something</p> <p>8 else that you think they're negligent</p> <p>9 for for hiring him?</p> <p>10 A. For hiring, no, I can't</p> <p>11 think of anything.</p> <p>12 Q. So hiring is just the</p> <p>13 background check?</p> <p>14 A. Yes.</p> <p>15 Q. Anything else you can think</p> <p>16 of? Any other fact that you think EDS</p> <p>17 was negligent in hiring Mr. Williams?</p> <p>18 A. As far as hiring him?</p> <p>19 Q. Yes.</p> <p>20 A. Initially bringing him on?</p> <p>21 Q. Correct.</p> <p>22 A. I don't know that process</p> <p>23 what they've done as far as hiring him</p>	<p>1 A. I really believe that EDS</p> <p>2 actually during this investigation just</p> <p>3 basically I want to say pacify me into</p> <p>4 doing a step-by-step process or acting</p> <p>5 as if they took it seriously. I don't</p> <p>6 think they took it seriously. I really</p> <p>7 just -- I really feel they hadn't taken</p> <p>8 it serious because he's still employed</p> <p>9 there. An allegation --</p> <p>10 Q. So you think that he</p> <p>11 shouldn't be employed there?</p> <p>12 A. No, I don't think he should</p> <p>13 have.</p> <p>14 Q. You think they should have</p> <p>15 terminated him --</p> <p>16 A. Yes, I do.</p> <p>17 Q. -- based on your allegation?</p> <p>18 A. Yes, I do.</p> <p>19 Q. Even though there were no</p> <p>20 witnesses?</p> <p>21 A. Okay.</p> <p>22 Q. True?</p> <p>23 A. True.</p>

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<p style="text-align: right;">Page 157</p> <p>1 Q. And even though he denied 2 your allegations? 3 A. Okay. 4 Q. Okay. So I'm just asking, 5 you think even though there were no 6 witnesses and even though he denied the 7 allegations, he should have been 8 terminated? 9 A. Yes, I do. 10 Q. Nothing short of termination 11 would have been good enough? 12 A. Nothing short of 13 termination, not of that magnitude. 14 Q. Anything else you can -- I'm 15 just going to make sure I understand. 16 So the negligent training and 17 supervision is had they trained him, 18 Mr. Williams, properly, the incident 19 never would have occurred; correct? 20 A. Correct. 21 Q. And the negligent 22 supervision and training also entails 23 they didn't take it seriously because</p>	<p style="text-align: right;">Page 159</p> <p>1 thoroughly. 2 Q. Why? 3 A. Why? 4 Q. What -- what -- 5 A. He's still employed. He's 6 still there to -- 7 Q. So it wasn't thorough and it 8 wasn't proper because he's still there. 9 So if they'd done a proper 10 investigation, you believe he would have 11 been terminated? 12 A. I don't know. I can't 13 answer that. 14 Q. What -- what -- what more of 15 an investigation could EDS had done in 16 that instance? You've admitted there's 17 no witnesses so they can't really 18 interview any witnesses to find out what 19 you're saying is true or what 20 Mr. Williams is saying is true; 21 correct? 22 A. Correct. 23 Q. Okay. So what in</p>
<p style="text-align: right;">Page 158</p> <p>1 he's -- did not get terminated -- 2 A. Yes. 3 Q. -- correct? Okay. Anything 4 else, any other facts that would support 5 your claim that EDS was negligent in 6 either training or supervising 7 Mr. Williams? 8 A. I guess the best way to 9 describe that is that the training that 10 Mr. Williams received from EDS wasn't 11 taken serious by Mr. Williams. And if 12 by them having this training courses, 13 when someone brings cert -- 14 some allegation towards someone they 15 need to take the severity of it and look 16 deep into the allegation instead of just 17 assuming or just taking his word over my 18 word. 19 Q. So you feel they took 20 Mr. Williams' word over your word? 21 A. I don't think they -- the 22 investigation was done fairly. I don't 23 think the investigation was done</p>	<p style="text-align: right;">Page 160</p> <p>1 addition -- what additional 2 investigation do you believe was 3 necessary and what would have -- have 4 revealed to change the results? 5 A. I don't know what could have 6 been revealed, but I wasn't given any 7 information about it. 8 Q. What do you mean? 9 A. I wasn't given any -- 10 Q. They didn't tell you exactly 11 what they did on the investigation, 12 exactly what discipline. You wanted to 13 know exactly what they did? 14 A. I mean, I didn't have to 15 know exactly what was -- I don't know 16 any of the details, but the way they 17 handled it, the way they handled me was 18 they brushed it under the rug, so to 19 speak. 20 Q. How did they brush it under 21 the rug? 22 A. They -- they -- they didn't 23 take it seriously.</p>

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## FREEDOM COURT REPORTING

<p style="text-align: right;">Page 161</p> <p>1 Q. How did they not take it</p> <p>2 seriously?</p> <p>3 A. It's hard to explain. The</p> <p>4 way I was treated after the incident.</p> <p>5 Q. By whom?</p> <p>6 A. Management.</p> <p>7 Q. Who?</p> <p>8 A. It was just -- it's hard to</p> <p>9 explain. It's really hard to explain.</p> <p>10 Q. I need you to explain it</p> <p>11 because you're saying that they didn't</p> <p>12 take it seriously. So I need to know in</p> <p>13 your mind how did they not take it</p> <p>14 seriously. Did management treat you</p> <p>15 differently?</p> <p>16 A. Training was -- the training</p> <p>17 that Mr. Williams got on this wasn't</p> <p>18 proper training.</p> <p>19 Q. What training is that?</p> <p>20 A. Sexual harassment. This</p> <p>21 right here (indicated) has been the same</p> <p>22 since I've been here, same code of</p> <p>23 business conduct. We had to sign</p>	<p style="text-align: right;">Page 163</p> <p>1 Mr. Williams. I'm talking about EDS.</p> <p>2 A. EDS -- EDS whole attitude</p> <p>3 is -- okay. Jarvis Robinson. Prior to</p> <p>4 this, oh, I didn't know what was going</p> <p>5 on. I didn't know -- how you operation</p> <p>6 manager and you don't know what is going</p> <p>7 on in your center.</p> <p>8 Q. Did she not know that the</p> <p>9 incident had happened or did she not</p> <p>10 know --</p> <p>11 A. She stated to me she didn't</p> <p>12 even -- she stated to me that she didn't</p> <p>13 know the incident happened. Then she</p> <p>14 stated to me on another occasion she</p> <p>15 thought it was dealt with. That was</p> <p>16 it.</p> <p>17 Q. Well, did you report the</p> <p>18 incident to Jarvis?</p> <p>19 A. I reported to Tara. Tara</p> <p>20 supposed to -- or did report it to</p> <p>21 Jarvis.</p> <p>22 Q. How do you know Tara</p> <p>23 reported --</p>
<p style="text-align: right;">Page 162</p> <p>1 something. We need -- EDS needs to do</p> <p>2 some more thorough training, some</p> <p>3 on-hands training, some one-on-one</p> <p>4 training about this. And people have --</p> <p>5 need to be accountable for their action</p> <p>6 and what they've done. I'm --</p> <p>7 Q. You don't believe</p> <p>8 Mr. Williams was held accountable?</p> <p>9 A. No, I don't think he was</p> <p>10 held accountable.</p> <p>11 Q. Because he wasn't</p> <p>12 terminated?</p> <p>13 A. No -- it's not even his</p> <p>14 intimidation, his whole how he was</p> <p>15 walking around, how he was acting. He</p> <p>16 was -- just felt like he had the need to</p> <p>17 intimidate me. I'm like okay, you</p> <p>18 already done what you did. And you</p> <p>19 still walk around here like you crazy.</p> <p>20 I mean, it just the way he -- he made me</p> <p>21 feel behind that.</p> <p>22 Q. Okay. I understand that.</p> <p>23 And I understand you're talking about</p>	<p style="text-align: right;">Page 164</p> <p>1 A. Tara told me.</p> <p>2 Q. Do you know what EDS' policy</p> <p>3 is with respect to this type of</p> <p>4 complaint investigation whether it's to</p> <p>5 be kept confidential?</p> <p>6 A. It's supposed to be between</p> <p>7 the parties or confidential across the</p> <p>8 board, I don't know.</p> <p>9 Q. That they have a policy that</p> <p>10 when there is a complaint in an</p> <p>11 investigation that the investigation and</p> <p>12 the complaint are to be kept</p> <p>13 confidential as much as possible to</p> <p>14 protect --</p> <p>15 A. From the parties?</p> <p>16 Q. From the parties, from --</p> <p>17 A. I didn't know that.</p> <p>18 Q. -- people who don't have a</p> <p>19 need to know.</p> <p>20 A. From the parties, I didn't</p> <p>21 know that.</p> <p>22 Q. Okay. What about from</p> <p>23 random people?</p>

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